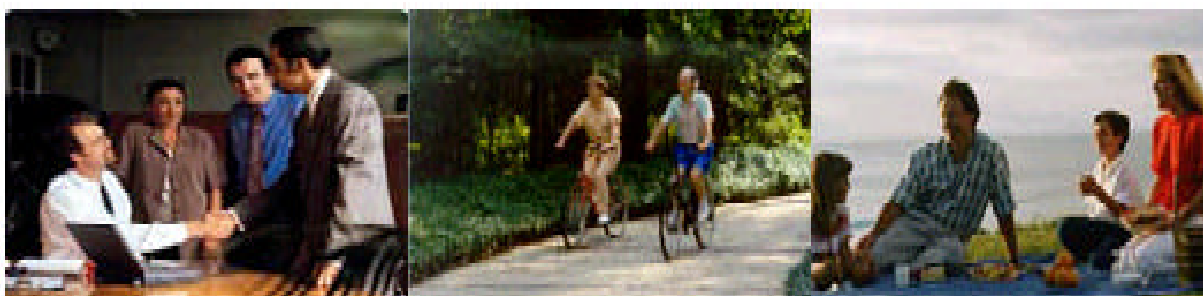


UCSB WORK/LIFE SURVEY REPORT



UCSB Human Resources
Wendy Nishikawa
Work/Life Coordinator

Fall 2003

Table of Contents

	<u>Page</u>
List of Charts.....	iii-iv
Executive Summary.....	v-vi
1. Purpose of Study.....	1
2. Methodology.....	1
3. Profile of UCSB Campus	2
4. Profile of UCSB Work/Life survey respondents	2
5. Work/Life Survey Results	
5.1 Employment.....	3-10
5.2 Demographics	11-16
5.3 Work Schedules	17-26
5.4 Professional Development	27-28
5.5 Housing.....	29-32
5.6 Relationship	33-34
5.7 Spousal Employment	35-37
5.8 Childcare.....	38-48
5.9 Elder care	49-59
5.10 Campus Resources	60-63
6. Major Themes of Survey	
6.1 Is Work/Life a gender issue?	64
6.2 Flextime and telecommuting issues	64
6.3 Childcare.....	65

6.4 Elder care	65
6.5 Housing/Commute	66
6.6 Cost of Living/Salaries	66
6.7 Employment.....	66
6.8 Spousal Employment	66
6.9 Professional Development	67
7. Written Comments	67
8. Focus groups	67
9. Summary and Discussion.....	67-68
10. Appendices.....	69
10.1 Invitation.....	70
10.2 Questionnaire	71-86
10.3 Written Comments	87-91

LIST OF CHARTS

<u>Chart</u>	<u>Page</u>
1. Are you staff or academic?	3
2. Fulltime/Part-time Workers	4
3. Number of people in department	5
4. Which staff category best describes your UCSB position?	6
5. Do you supervise or manage employees in your department?	7
6. Which academic category best describes your UCSB position?	8
7. Length of employment at UCSB.....	9
8. Length of time of employment in Santa Barbara county.....	10
9. Gender of Respondents	11
10. Age Distribution of Survey Respondents	12
11. Racial background of non-Caucasian respondents	13
12. Highest level of education completed.....	14
13. Annual household income.....	15
14. Does employee have additional employment other than UCSB?	16
15. Gender differences in work schedule.....	17
16. Supervisory/non-supervisory differences in work schedule	18
17. Gender differences with work schedule satisfaction.....	19
18. Supervisory/non-supervisory differences in work schedule satisfaction.....	20
19. Gender differences in interest level in telecommuting/flexible/compressed work hours	21
20. Supervisory/non-supervisory differences in interest level in telecommuting/flexible/compressed work hours	22
21. Gender differences in talking to supervisor about telecommuting/flexible/compressed work hours	23
22. Supervisory/non-supervisory differences in talking to supervisor about telecommuting/flexible/compressed work hours	24
23. How comfortable would you be to talk to your supervisor about flexible work schedules? (males vs. females)	25
24. How comfortable would you be to talk to your supervisor about flexible work schedules?(supervisors vs. non-supervisors)	26
25. Are there enough opportunities to enhance your professional growth?	27
26. What campus resources do you use?.....	28
27. Do you rent or own your residence?	29
28. Length of time in current residence	30

29. Monthly housing costs	31
30. Commute distance between UCSB and home (in miles)	32
31. Marital status.....	33
32. Household makeup.....	34
33. Is your Spouse/Partner employed?	35
34. If you relocated, was it difficult for your spouse to find work?	36
35. Would a UCSB office for spousal employment be helpful?	37
36. Do you have children for whom you provide care?.....	38
37. How many children do you have?.....	39
38. Age of Child(ren)	40
39. Is additional daycare provided by someone other than you or your spouse/partner?	41
40. Who provides this service?	42
41. Satisfaction level with childcare provided by Orfalea Family Children’s Center, Licensed Daycare Facility, or Family home daycare center.....	43
42. Satisfaction level with childcare provided by relatives or babysitters.....	44
43. Who cares for your child when ill?	45
44. Monthly childcare costs	46
45. Do you use any university or federal tax credit for childcare?	47
46. Would it be helpful to have a UCSB office to help find childcare?	48
47. Are your parents/in-laws still living?.....	49
48. Do your parents or in-law(s) live in the community?	50
49. Do you provide part-time/full-time care for them?	51
50. How many hours per week do you spend caring for parent(s) or in-law(s)?	52
51. Have you hired any outside agencies to assist with caring for your parent(s) or in-law(s)?	53
52. Who provides this care?	54
53. Satisfaction with elder care provided by family or friends.....	55
54. Satisfaction with elder care provided by nursing home, in-home nursing staff, senior/day care centers or care manager.....	56
55. Monthly elder care costs	57
56. How do you pay for elder care costs?	58
57. Would you find it helpful to have a UCSB office to find elder care?	59
58. How do you get information about campus events?	60
59. Are you informed about issues facing UCSB today?	61
60. What UCSB sponsored classes are you interested in? (Staff responses)	62
61. What UCSB sponsored classes are you interested in? (Academic responses)	63

EXECUTIVE SUMMARY

The UCSB Work/Life Survey was conducted in the Spring of 2002. The main issues identified in this survey were flexible work schedules, affordable and quality childcare, elder care, and general wellness. The need for the campus to recognize the importance of a work/life balance was mentioned throughout the survey. Flexible work arrangements, especially for staff, were cited in order to provide employees greater ability to manage their work/life needs. Respondents noted that training supervisors and managers to be sensitive to work/life issues will be essential to developing policies for balancing work/life issues. Providing workshops on stress management and fitness/exercise will benefit both staff and academics who report a high level of interest in these subjects.

There was greater response to the survey from female employees, both staff and faculty. This may indicate work/life issues impact female employees to a greater extent, as females have traditionally taken on more of the caretaking responsibilities in our society. Some of the written comments by female survey respondents indicate the desire for increased support and opportunities (such as job-sharing) for part-time employment.

Traditionally, the issue of spousal employment has been more of an academic issue. There were a greater number of academic respondents who reported that their partners/spouses had difficulty finding employment when relocating to Santa Barbara than did those of staff respondents. Not surprisingly, more academic respondents felt that it would be helpful to have a UCSB office addressing this issue.

The cost of housing was mentioned throughout the comment section of the survey. The cost of housing is problematic for the entire community of Santa Barbara and is beyond the scope of this office, however we note that the Council on Faculty Issues and Awards has addressed affordable housing as its top priority for the coming year.

The state budget deficit, and corresponding budget cuts to the University, will impact everyone on campus. As we head into a more uncertain future of economic downturn, the University can take steps to provide support in the areas discussed above at a relatively small cost. This is an important time for creative solutions in the form of work/life initiatives that will benefit UCSB's workforce.

A number of other factors also contribute to work/life balance and were cited in the survey comments. These, not surprisingly, include the cost of living, commuting, improved alternative transportation, perceived employee quality of life, and benefits. As we accept that some things are not under University control (cost of housing, state budget cuts, health care costs), we can identify and enhance programs, policies, or activities where the campus can make an impact in improving the quality of life for its employees.

Some of those programs are:

- **Childcare:** The availability of affordable and quality childcare continues to be an important work/life issue. In 2005, the new Student Resources Building will offer 48 more spaces for infants and toddlers, half of which will be allotted to the children of staff and academics. We need to continue to identify additional resources for the future.
- **Elder Care:** In addition to the data provided by the survey and after the first year of the establishment of the Work/Life Office, it became evident that information on various areas of elder care is becoming increasingly important to the campus. A growing number of UCSB's workforce is impacted by elder care needs.
- **Flexible work schedules:** Perhaps the single most important need for staff trying to balance work/life issues is the ability to have flexible work schedules. The Chancellor has asked the Work/Life Coordinator to develop a program for increasing the use of flextime and telecommuting for staff. This is an important first step in promoting a healthier work/life balance.

Assessing workforce needs was one of the primary tasks assigned to the Work/Life Office. The Work/Life Survey report, while not claiming to be statistically representative of the UCSB workforce, provides an insight into campus work/life needs and helps the campus to promote a healthier and more productive work environment. Addressing the various concerns brought up in this survey will provide direction for the Work/Life Office.

1. Purpose of Study

In 1998, a Work/Life Symposium was sponsored by the UC Office of the President and the UC Faculty Welfare Committee. After this event, a UCSB Work/Life Task Force was appointed by Chancellor Yang. In the summer of 2000, this task force provided the Chancellor with a report of their findings and recommendations. As part of its review, the task force conducted an informal survey, but the committee had neither the time nor the resources to disseminate a formal, widely distributed survey. The task force determined that a formal survey was needed to assess campus awareness of programs and work/life concerns. The top recommendation was the appointment of a Work/Life Coordinator with appropriate staff support. In the summer of 2001, the campus was given two-year funding for one FTE (full time equivalent) staff to develop a work/life program to assist staff and academics with work/life issues. The UCSB Work/Life Office was established on campus in October 2001. The Office is currently funded by the Chancellor's Office and the Executive Vice Chancellor's Office. Work/Life functions as part of the UCSB Human Resources/Benefits unit, although its physical location is in North Hall. Toward the end of the Work/Life Office's first year on campus, a survey was conducted. The purpose of the survey was to identify campus needs on a variety of work/life issues, primarily childcare, elder care, flexible work schedules, housing, spousal employment, professional development, and wellness.

2. Methodology

The Work/Life Office, in collaboration with the UCSB Social Science Survey Center, conducted the Work/Life survey in the Spring of 2002. The Work/Life survey was conducted as a web-based survey. Faculty, academic, and staff employees with e-mail addresses in the campus on-line directory were sent a notice about their potential participation in the Work/Life survey. A sample population was selected from this group and invited, via e-mail, to participate in the web-based survey. Each participant was given a unique ID number, randomly generated to maintain confidentiality, and given instructions on how to access the survey on the Internet. The random ID number was also used to eliminate duplicate entries. The online questionnaire mimicked, as much as possible, a multi-page paper questionnaire and prompted respondents with only questions that applied to them.

The target population was defined as all UCSB faculty, academics, and staff (excluding student employees). Conducting the survey as a web-based questionnaire potentially excluded employees with no campus e-mail address or with limited or no access to the Internet, either at home or at work. However, an attempt was made to solicit the participation of these employees by contacting their supervisors and discussing the process to give them access to the on-line questionnaire. Unfortunately, the survey data did not adequately represent these particular employees.

Non-respondents to the first request were sent an e-mail reminder two weeks later. Of the sample population selected and invited to participate in the survey, 3,010 had valid campus e-mail addresses.¹ Of this number, 1,439 employees (1,178 staff and 261 faculty/academics) responded, for a total response rate of 48 %.

¹ Of the 5,442 employees selected for the sample population, 2,432 e-mails were returned as invalid and/or having no entry in the online directory. Because the owners of the invalid e-mail addresses were sometimes impossible to identify, actual subgroup response rates could not be computed.

3. Profile of UCSB Campus

According to Payroll/Personnel System (PPS) statistics (not including student workers), UCSB's workforce is comprised of 2,017 academics and 3,081 staff*:

667 female academics 33%
1,350 male academics 66%
1,687 female staff 55%
1,394 male staff 45%

* These figures are headcounts. Academics do not include Associates, Remedial Tutors, Readers, and Grad School Researchers

4. Profile of Work/Life survey respondents*

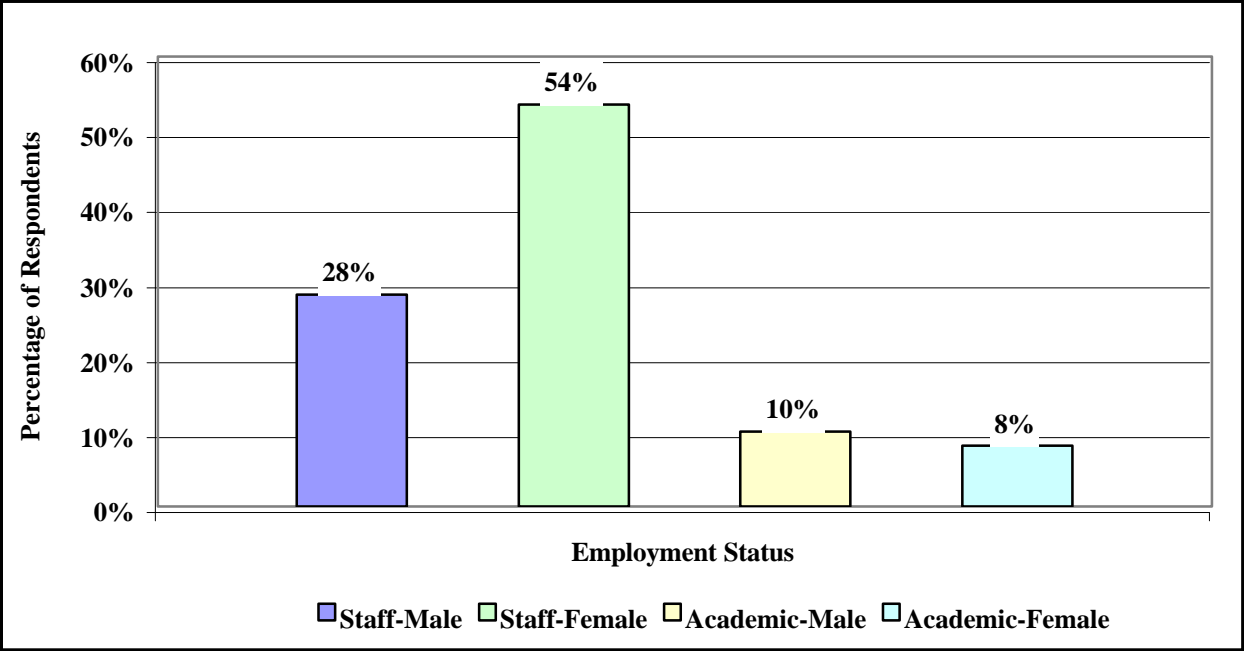
- 1,169 staff survey respondents (81.9% of respondents)
- 259 academic survey respondents (18.1% of respondents)
- 882 female survey respondents (61.8% of respondents)
- 546 male survey respondents (38.2% of respondents)
- 766 female staff respondents (53% of survey respondents)
- 403 male staff respondents (28% of survey respondents)
- 143 male academic survey respondents (10% of survey respondents)
- 116 female academic survey respondents (8% of survey respondents)

* These figures are headcounts.

5. Work/Life Survey Results

5.1 Employment

Chart 1 - Are you staff or academic?



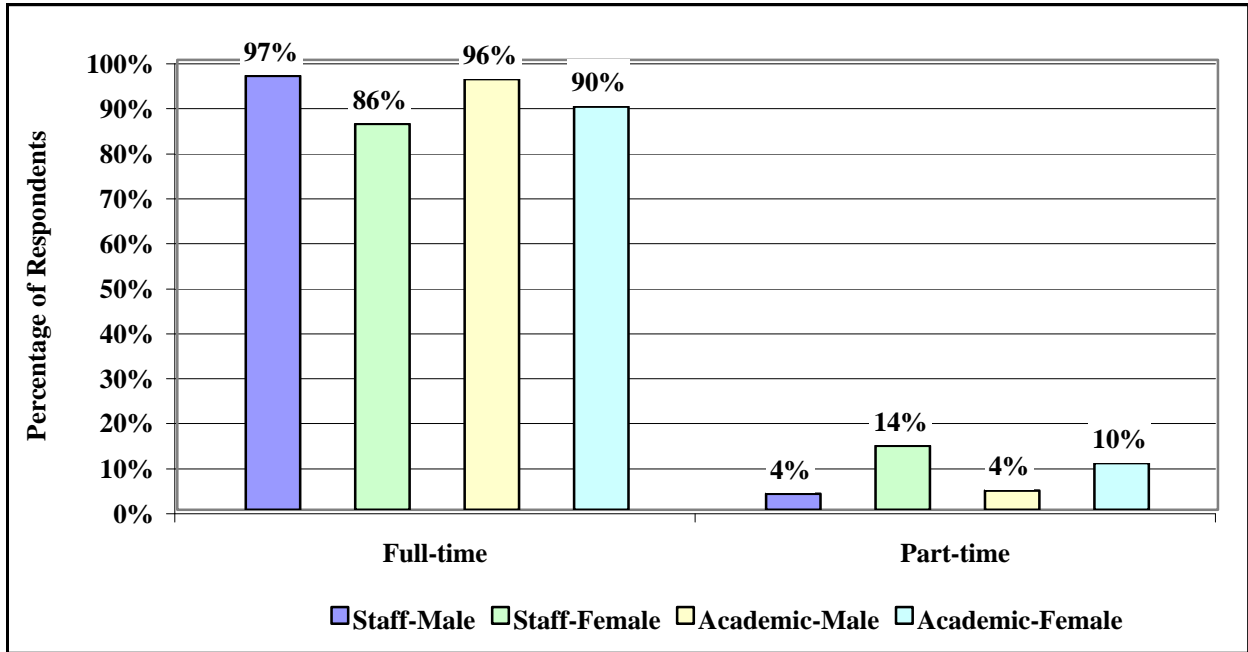
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Employment Status	403	766	1,169	143	116	259	1,428

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Employment Status	28%	54%	82%	10%	8%	18%	100%

Eighty-two percent (82%) of respondents were staff and 18% were academics.

Note: For each table, the N used to calculate the percentages is based on the number of respondents to each specific question.

Chart 2 - Fulltime/Part-time workers

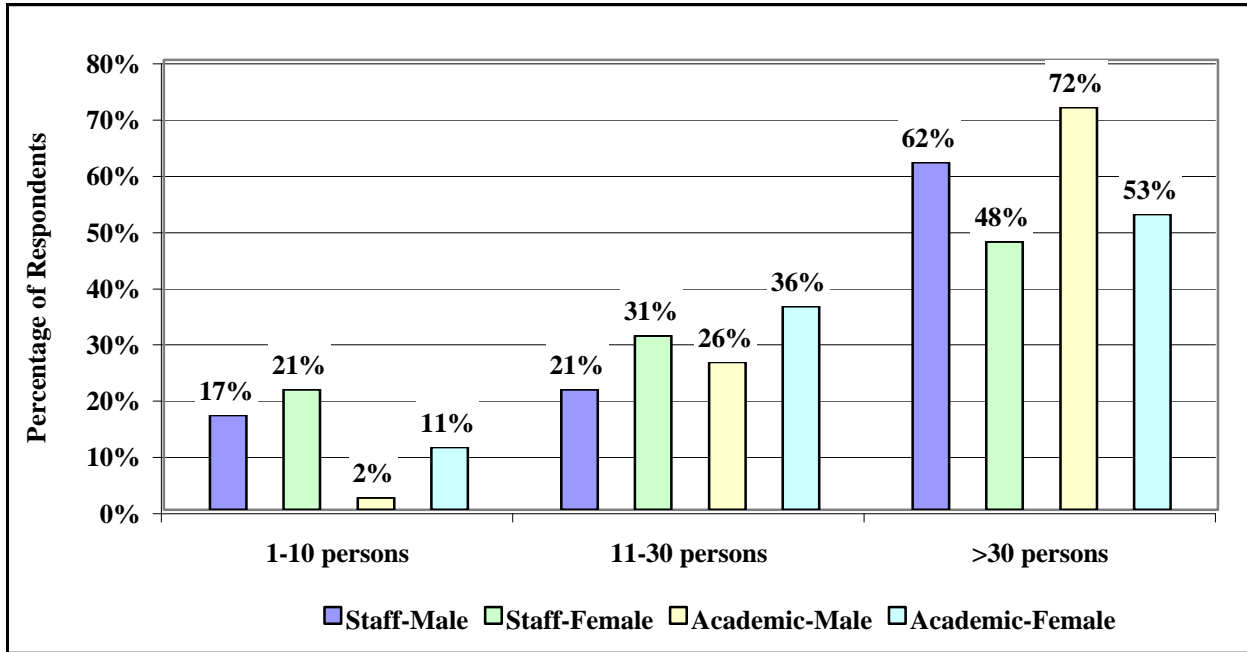


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Full-time	386	655	1,041	133	104	237	1,278
Part-time	14	108	122	6	12	18	140
Total	400	763	1,163	139	116	255	1,418

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Full-time	97%	86%	90%	96%	90%	93%	90%
Part-time	4%	14%	10%	4%	10%	7%	10%
Total	100%	100%	100%	100%	100%	100%	100%

Most survey respondents are full-time employees (90% of staff respondents and 93% of academic respondents). There were more female part-time employees (both academic and staff respondents). Fourteen percent (14%) of female staff respondents were part-time workers, compared to 4% of male staff respondents. Ten percent (10%) of female academic respondents were part-time workers, compared to 4% of male academic respondents.

Chart 3 - Number of people in department

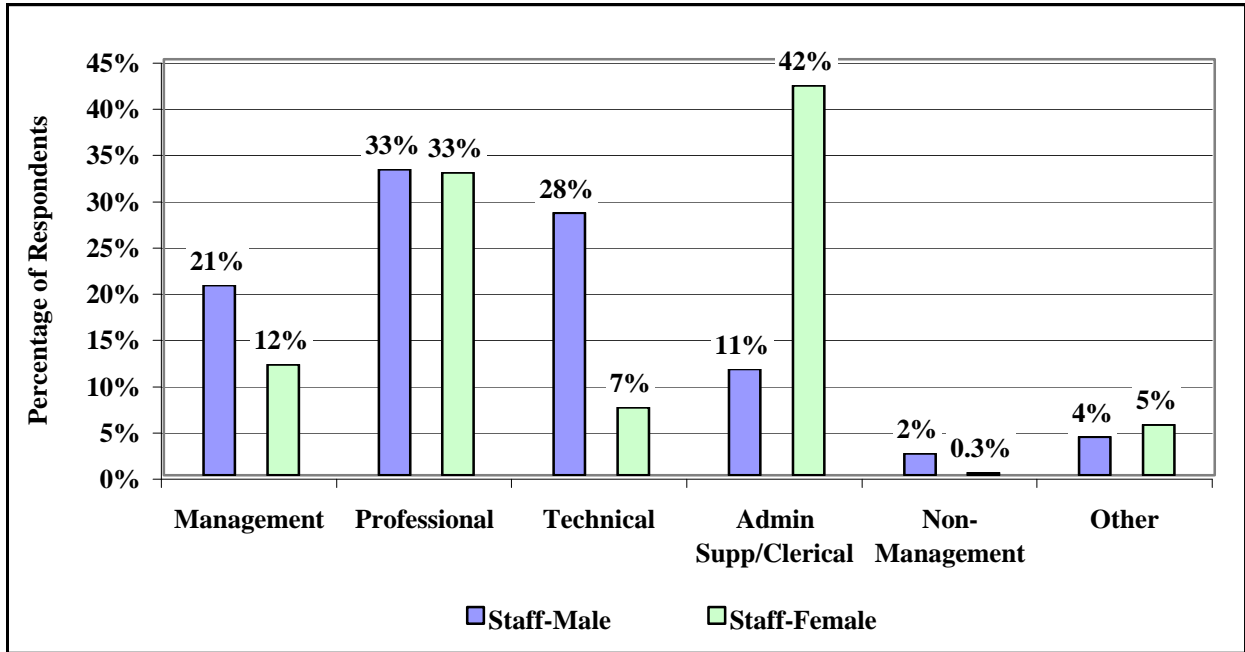


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
1-10 persons	68	163	231	3	13	16	247
11-30 persons	86	236	322	37	42	79	401
>30 persons	249	364	613	101	61	162	775
Total	403	763	1,166	141	116	257	1,423

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
1-10 persons	17%	21%	20%	2%	11%	6%	17%
11-30 persons	21%	31%	28%	26%	36%	31%	28%
>30 persons	62%	48%	53%	72%	53%	63%	54%
Total	100%	100%	100%	100%	100%	100%	100%

More than half of survey respondents (53% of staff and 63% of academics) work in large departments with 30 or more people.

Chart 4- Which staff category best describes your UCSB position?

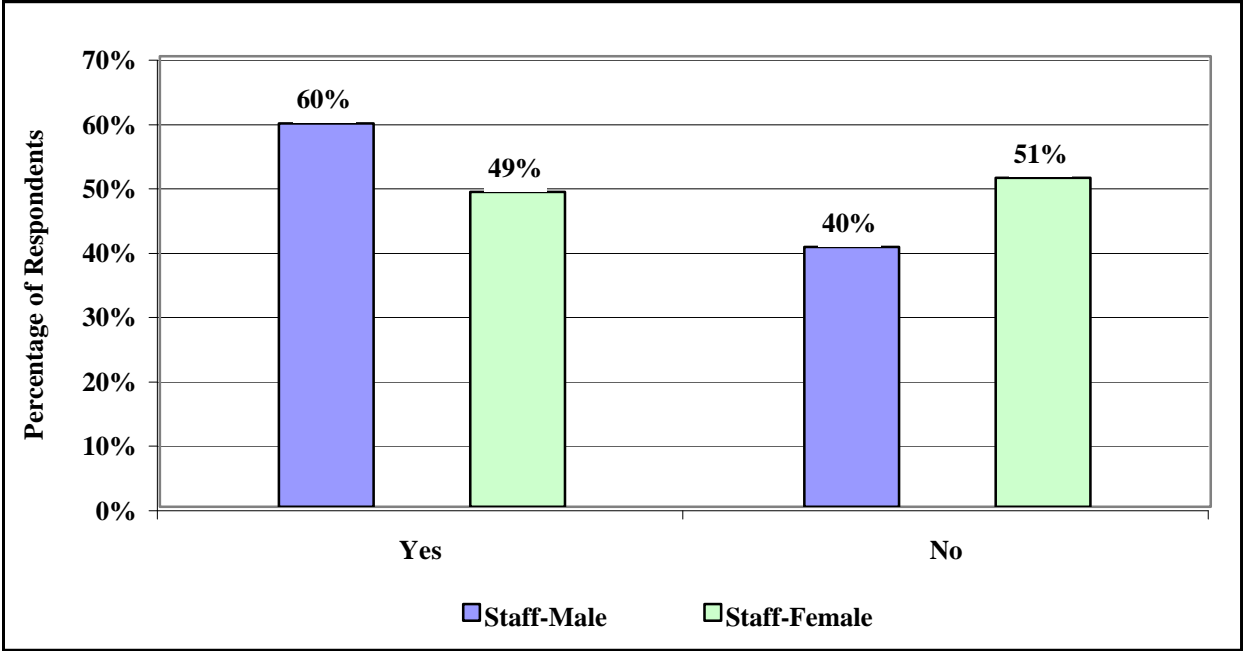


	Staff		Total
	Male	Female	
Management	79	88	167
Professional	127	240	367
Technical	109	54	163
Admin Supp/Clerical	44	309	353
Non-Management	9	2	11
Other	16	40	56
Total	384	733	1,117

	Staff		Total
	Male	Female	
Management	21%	12%	15%
Professional	33%	33%	33%
Technical	28%	7%	15%
Admin Supp/Clerical	11%	42%	32%
Non-Management	2%	0.3%	0.98%
Other	4%	5%	5%
Total	100%	100%	100%

Of the 1,117 staff respondents, 15% were from management, 33% were professionals (e.g. analysts), 15% were technical, 32% were from administrative support, less than 1% were from non-management, and 5% were from other categories. The largest group of respondents (309) were female employees in the administrative support/clerical category. Non-management (which is comprised of labor, custodial, and food service) was underrepresented in this survey as most of these employees do not regularly use or have campus e-mail. As explained in the methodology section, this survey was conducted through the internet.

Chart 5 - Do you supervise or manage employees in your department?

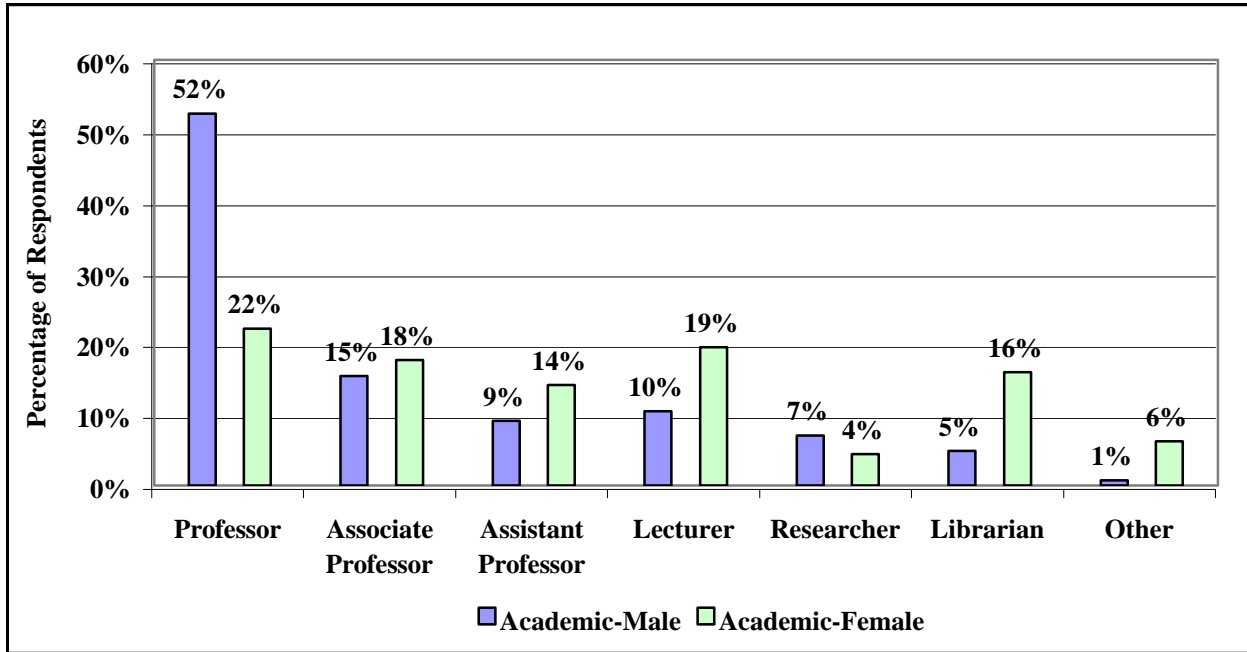


	Staff		
	Male	Female	Total
Yes	230	357	587
No	156	373	529
Total	386	730	1,116

	Staff		
	Male	Female	Total
Yes	60%	49%	53%
No	40%	51%	47%
Total	100%	100%	100%

More than half (60%) of male staff respondents and 49% of female staff respondents were supervisors or managers.

Chart 6 - Which academic category best describes your UCSB position?



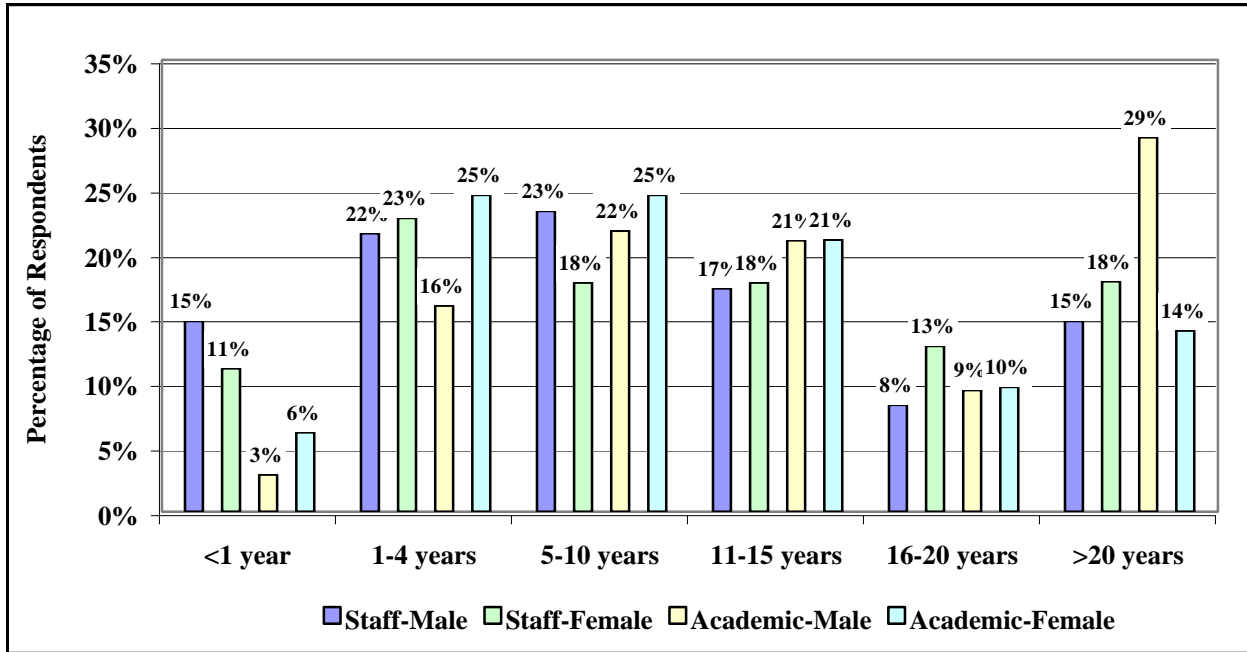
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Professor	0	0	0	75	25	100	100
Associate Professor	0	0	0	22	20	42	42
Assistant Professor	0	0	0	13	16	29	29
Lecturer	0	0	0	15	22	37	37
Researcher	4	3	7	10	5	15	22
Librarian	7	17	24	7	18	25	49
Other	0	0	0	1	7	8	8
Total	11	20	31	143	113	256	287

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Professor	0%	0%	0%	52%	22%	39%	35%
Associate Professor	0%	0%	0%	15%	18%	16%	15%
Assistant Professor	0%	0%	0%	9%	14%	11%	10%
Lecturer	0%	0%	0%	10%	19%	14%	13%
Researcher	36%	15%	23%	7%	4%	6%	8%
Librarian	64%	85%	77%	5%	16%	10%	17%
Other	0%	0%	0%	1%	6%	3%	3%
Total	100%	100%	100%	100%	100%	100%	100%

Eighteen percent (18%) of the 1,439 survey respondents were academics. Thirty-five percent (35%) of academic respondents were professors, 15% were associate professors, 10% were assistant professors, 13% were lecturers, 6% were researchers, and 10% were librarians. Three percent (3%) did not fit in any of these categories.

* Note: The librarian and researcher categories had both staff and academics. This chart graphs the academics in these categories.

Chart 7 -Length of employment at UCSB

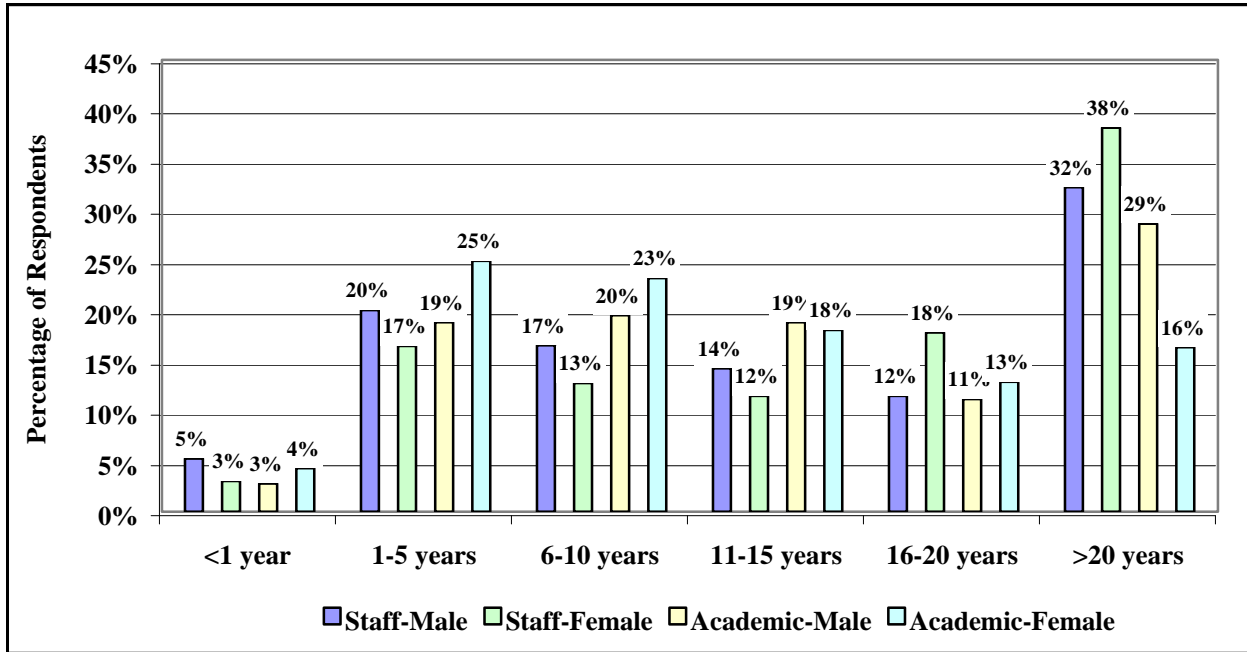


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<1 year	59	84	143	4	7	11	154
1-4 years	86	172	258	22	28	50	308
5-10 years	93	134	227	30	28	58	285
11-15 years	69	134	203	29	24	53	256
16-20 years	33	97	130	13	11	24	154
>20 years	59	135	194	40	16	56	250
Total	399	756	1,155	138	114	252	1,407

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<1 year	15%	11%	12%	3%	6%	4%	11%
1-4 years	22%	23%	22%	16%	25%	20%	22%
5-10 years	23%	18%	20%	22%	25%	23%	20%
11-15 years	17%	18%	18%	21%	21%	21%	18%
16-20 years	8%	13%	11%	9%	10%	10%	11%
>20 years	15%	18%	17%	29%	14%	22%	18%
Total	100%	100%	100%	100%	100%	100%	100%

Twenty-eight percent (28%) of staff respondents and 32% of academic respondents have worked at UCSB for more than 15 years. Over a third (34%) of staff respondents and 24% of academic respondents have worked at UCSB for less than 5 years.

Chart 8 - Length of time of employment in Santa Barbara county



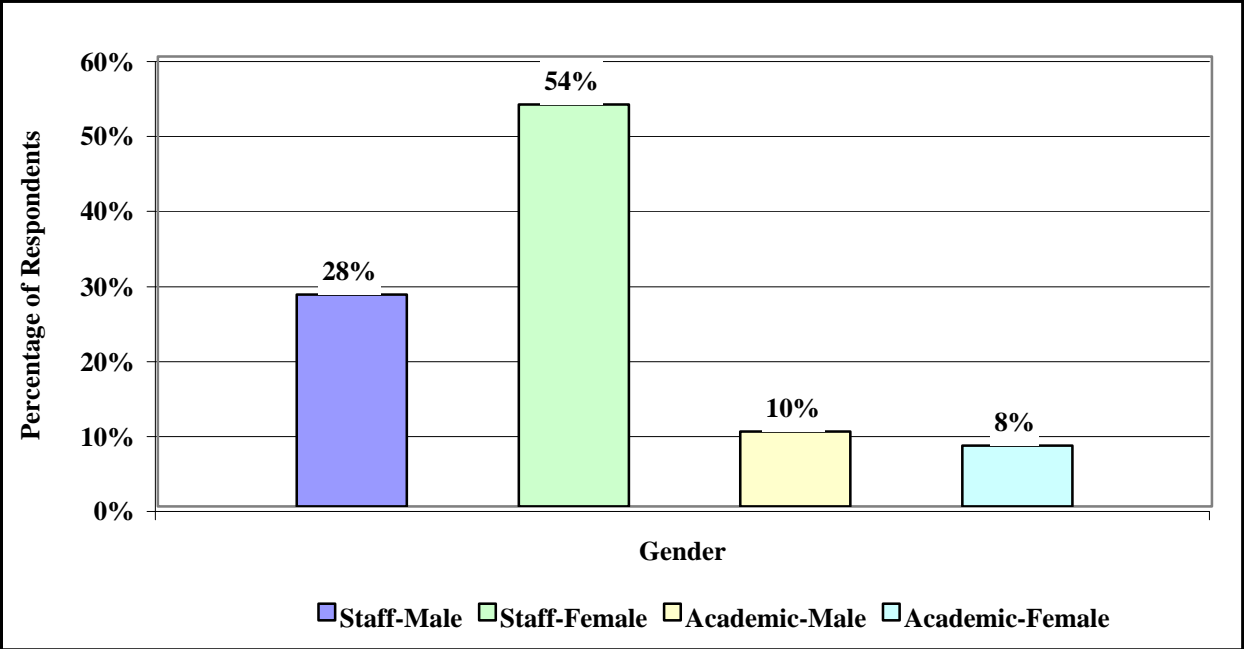
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<1 year	21	23	44	4	5	9	53
1-5 years	80	125	205	27	29	56	261
6-10 years	66	97	163	28	27	55	218
11-15 years	57	87	144	27	21	48	192
16-20 years	46	135	181	16	15	31	212
>20 years	129	289	418	41	19	60	478
Total	399	756	1,155	143	116	259	1,414

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<1 year	5%	3%	4%	3%	4%	3%	4%
1-5 years	20%	17%	18%	19%	25%	22%	18%
6-10 years	17%	13%	14%	20%	23%	21%	15%
11-15 years	14%	12%	12%	19%	18%	19%	14%
16-20 years	12%	18%	16%	11%	13%	12%	15%
>20 years	32%	38%	36%	29%	16%	23%	34%
Total	100%	100%	100%	100%	100%	100%	100%

Over a third (36%) of staff respondents and 23% of academic respondents have been employed in Santa Barbara County for more than twenty years. Twenty-two percent (22%) of staff respondents and 25% of academic respondents have been employed in this county for less than five years.

5.2 Demographics

Chart 9 - Gender of Respondents

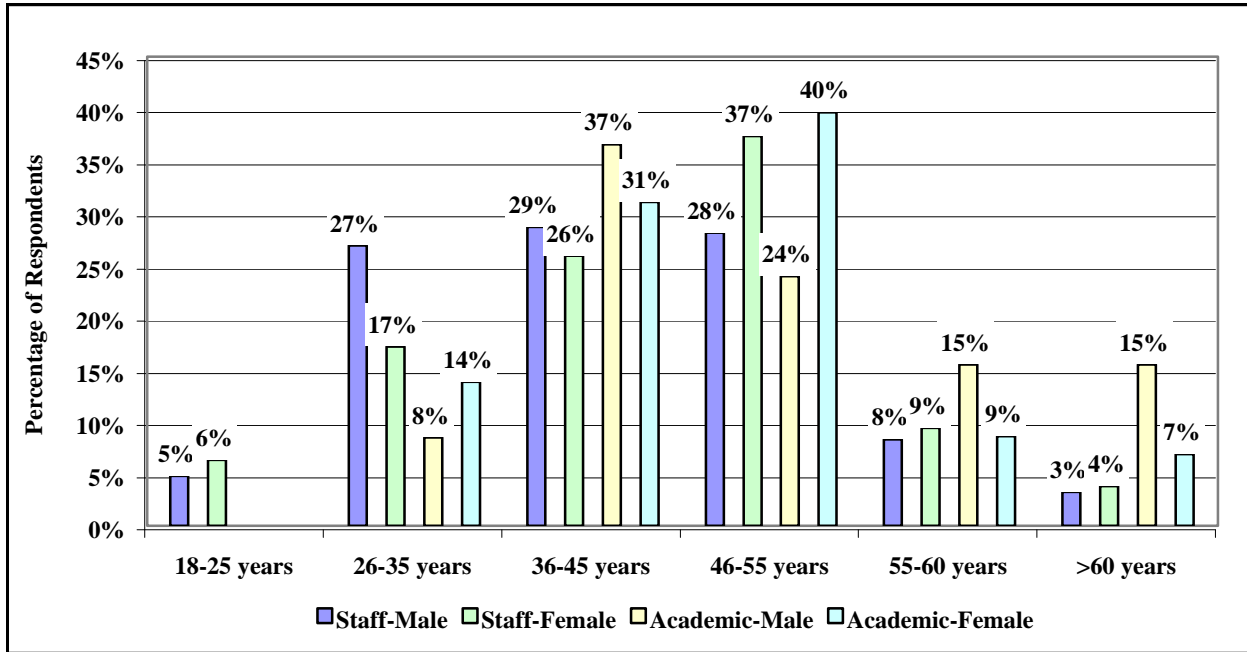


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Gender	403	766	1,169	143	116	259	1,428

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Gender	28%	54%	82%	10%	8%	18%	100%

Almost two-thirds (62%) of the survey respondents were female and 38% of the survey respondents were male.

Chart 10- Age Distribution of Survey Respondents



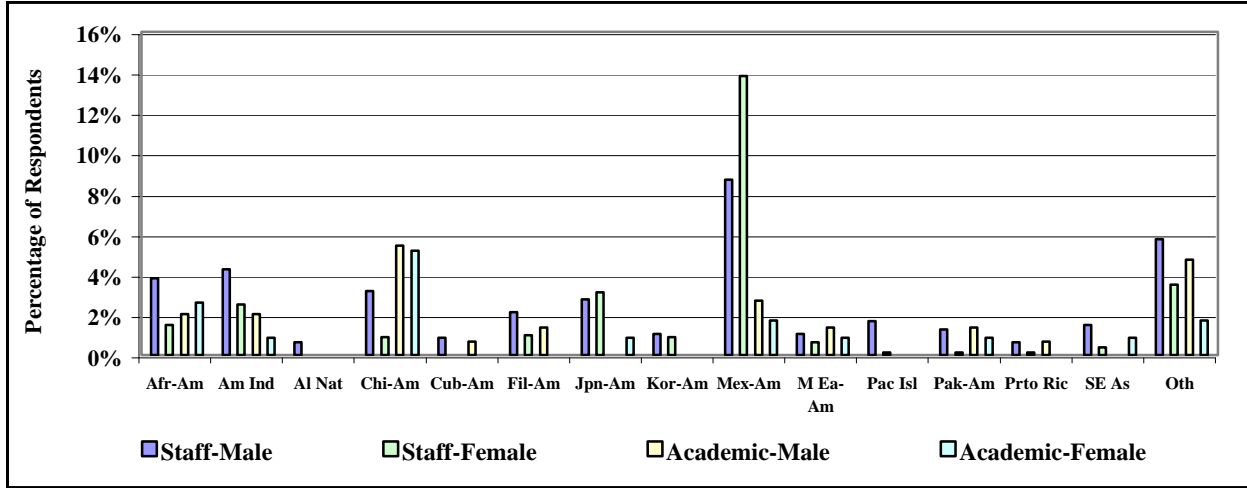
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
18-25 years	19	48	67				67
26-35 years	107	130	237	12	16	28	265
36-45 years	114	196	310	52	36	88	398
46-55 years	112	283	395	34	46	80	475
55-60 years	33	71	104	22	10	32	136
>60 years	13	29	42	22	8	30	72
Total	398	757	1,155	142	116	258	1,413

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
18-25 years	5%	6%	6%	0%	0%	0%	5%
26-35 years	27%	17%	21%	8%	14%	11%	19%
36-45 years	29%	26%	27%	37%	31%	34%	28%
46-55 years	28%	37%	34%	24%	40%	31%	34%
55-60 years	8%	9%	9%	15%	9%	12%	10%
>60 years	3%	4%	4%	15%	7%	12%	5%
Total	100%	100%	100%	100%	100%	100%	100%

In 2003, the "baby boomer" group is between 39 and 57 years old. The largest percentage of survey respondents (72%) were in this age category*.

* Note: Because of the age ranges in each category, this category includes respondents who are between 36 and 60 years old.

Chart 11 - Racial background of Non-Caucasian respondents

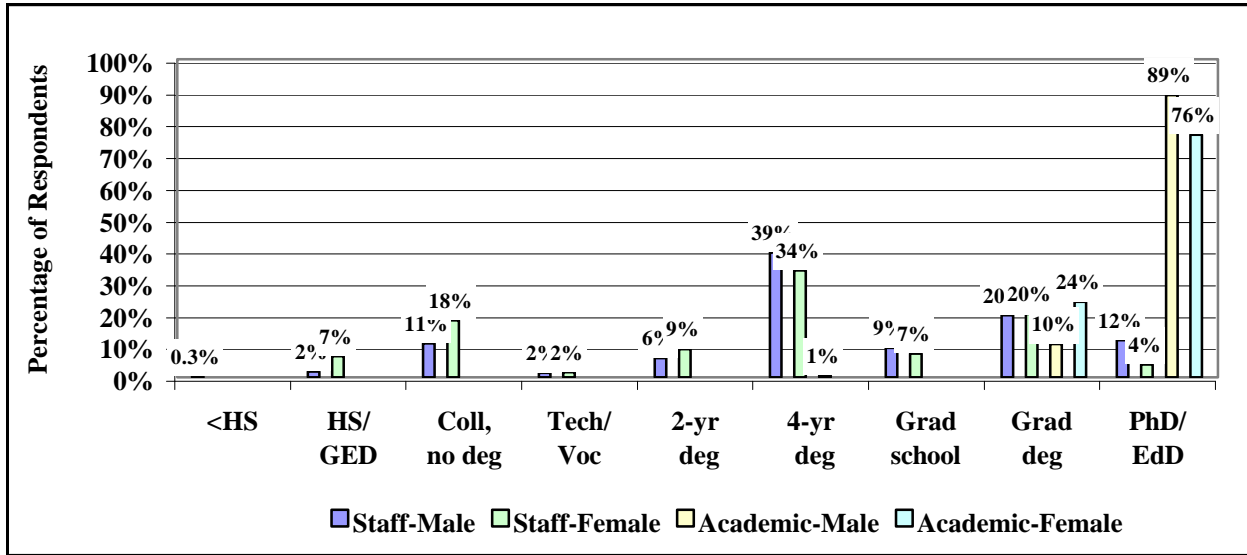


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Caucasian	287	574	861	115	98	213	1,074
African-American	18	12	30	3	3	6	36
American Indian	20	20	40	3	1	4	44
Alaskan Native	3	0	3	0	0	0	3
Chinese-American	15	7	22	8	6	14	36
Cuban-American	4	0	4	1	0	1	5
Filipino-American	10	8	18	2	0	2	20
Japanese-American	13	25	38	0	1	1	39
Korean-American	5	7	12	0	0	0	12
Mexican-American	41	111	152	4	2	6	158
Middle Eastern-American	5	5	10	2	1	3	13
Pacific Islander	8	1	9	0	0	0	9
Pakistani-American	6	1	7	2	1	3	10
Puerto Rican	3	1	4	1	0	1	5
Southeast Asian	7	3	10	0	1	1	11
Other	27	28	55	7	2	9	64
Total	472	803	1,275	148	116	264	1,539

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Caucasian	61%	71%	68%	78%	84%	81%	70%
African-American	4%	1%	2%	2%	3%	2%	2%
American Indian	4%	2%	3%	2%	0.9%	2%	3%
Alaskan Native	1%	0%	0.2%	0%	0%	0%	0%
Chinese-American	3%	1%	2%	5%	5%	5%	2%
Cuban-American	1%	0%	0.3%	0.7%	0%	0.4%	0%
Filipino-American	2%	1%	1%	1%	0%	1%	1%
Japanese-American	3%	3%	3%	0%	0.9%	0.4%	3%
Korean-American	1%	1%	1%	0%	0%	0%	1%
Mexican-American	9%	14%	12%	3%	2%	2%	10%
Middle Eastern-American	1%	1%	1%	1%	0.9%	1.1%	1%
Pacific Islander	2%	0.1%	1%	0%	0%	0%	1%
Pakistani-American	1%	0.1%	1%	1%	0.9%	1%	1%
Puerto Rican	1%	0.1%	0.3%	0.7%	0%	0.4%	0%
Southeast Asian	1%	0.4%	1%	0%	0.9%	0.4%	1%
Other	6%	3%	4%	5%	2%	3%	4%
Total	100%	100%	100%	100%	100%	100%	100%

Out of the 1,539 respondents, 1,074 (70%) were Caucasians. For the purposes of this graph, they were not included. The next largest sub-group was Mexican-Americans (10%), followed by American Indians (3%), and Japanese-Americans (3%). Four percent (4%) of survey respondents did not fit any of these categories.

Chart 12 - Highest level of education completed

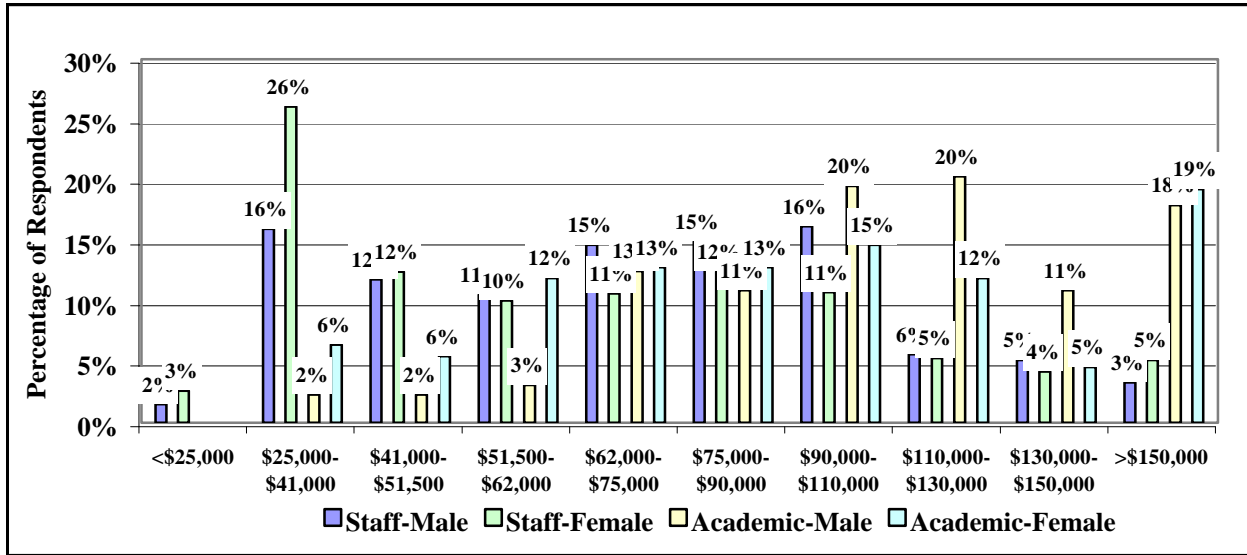


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<High school diploma	1		1				1
High school diploma/GED	7	51	58				58
Some college, no degree	43	136	179				179
Technical/Vocational school	6	13	19				19
2-year college degree	24	67	91				91
4-year college degree	157	256	413	1		1	414
Some graduate school	37	57	94				94
Graduate degree	78	152	230	15	27	42	272
Ph.D./Ed.D.	47	30	77	127	87	214	291
Total	400	762	1,162	143	114	257	1,419

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<High school diploma	0.3%	0%	0%	0%	0%	0%	0%
High school diploma/GED	2%	7%	5%	0%	0%	0%	4%
Some college, no degree	11%	18%	15%	0%	0%	0%	13%
Technical/Vocational school	2%	2%	2%	0%	0%	0%	1%
2-year college degree	6%	9%	8%	0%	0%	0%	6%
4-year college degree	39%	34%	36%	1%	0%	0%	29%
Some graduate school	9%	7%	8%	0%	0%	0%	7%
Graduate degree	20%	20%	20%	10%	24%	16%	19%
Ph.D./Ed.D.	12%	4%	7%	89%	76%	83%	21%
Total	100%	100%	100%	100%	100%	100%	100%

The greatest percentage (83%) of academic respondents have a degree of Ph.D or Ed.D. Seventy-one percent (71%) percent of staff respondents have four or more years of college.

Chart 13 - Annual Household Income

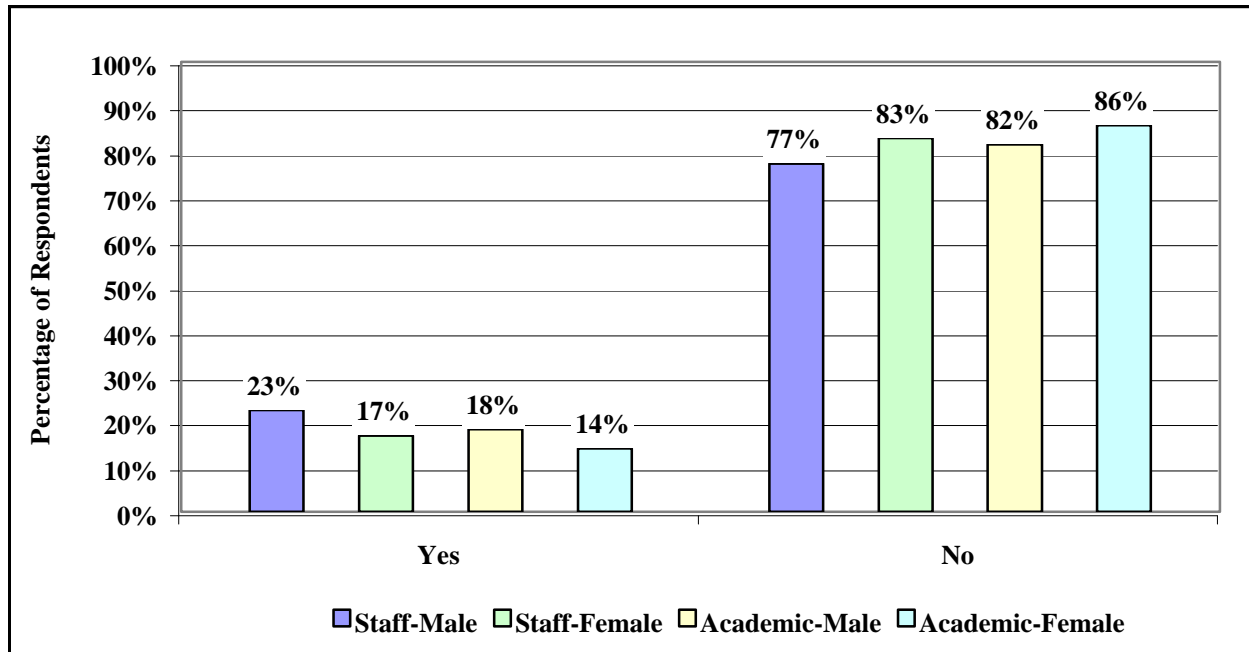


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<\$25,000	6	19	25				25
\$25,000-\$41,000	62	186	248	3	7	10	258
\$41,000-\$51,500	46	89	135	3	6	9	144
\$51,500-\$62,000	41	72	113	4	13	17	130
\$62,000-\$75,000	57	76	133	16	14	30	163
\$75,000-\$90,000	58	89	147	14	14	28	175
\$90,000-\$110,000	63	77	140	25	16	41	181
\$110,000-\$130,000	22	38	60	26	13	39	99
\$130,000-\$150,000	20	30	50	14	5	19	69
>\$150,000	13	37	50	23	21	44	94
Total	388	713	1,101	128	109	237	1,338

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<\$25,000	2%	3%	2%	0%	0%	0%	2%
\$25,000-\$41,000	16%	26%	23%	2%	6%	4%	19%
\$41,000-\$51,500	12%	12%	12%	2%	6%	4%	11%
\$51,500-\$62,000	11%	10%	10%	3%	12%	7%	10%
\$62,000-\$75,000	15%	11%	12%	13%	13%	13%	12%
\$75,000-\$90,000	15%	12%	13%	11%	13%	12%	13%
\$90,000-\$110,000	16%	11%	13%	20%	15%	17%	14%
\$110,000-\$130,000	6%	5%	5%	20%	12%	16%	7%
\$130,000-\$150,000	5%	4%	5%	11%	5%	8%	5%
>\$150,000	3%	5%	5%	18%	19%	19%	7%
Total	100%	100%	100%	100%	100%	100%	100%

A larger percentage of academic respondents (72%) report household incomes over \$75,000 per year than do staff respondents (41%). Twenty-six percent (26%) of female staff respondents report annual household incomes in the \$25,000-\$41,000 range. Only 6% of female academic respondents have household incomes in the \$25,000-\$41,000 range. More than two-thirds (69%) of male academic respondents and half (51%) of female academic respondents report annual household incomes of more than \$90,000 per year.

Chart 14 - Does employee have additional employment other than UCSB?



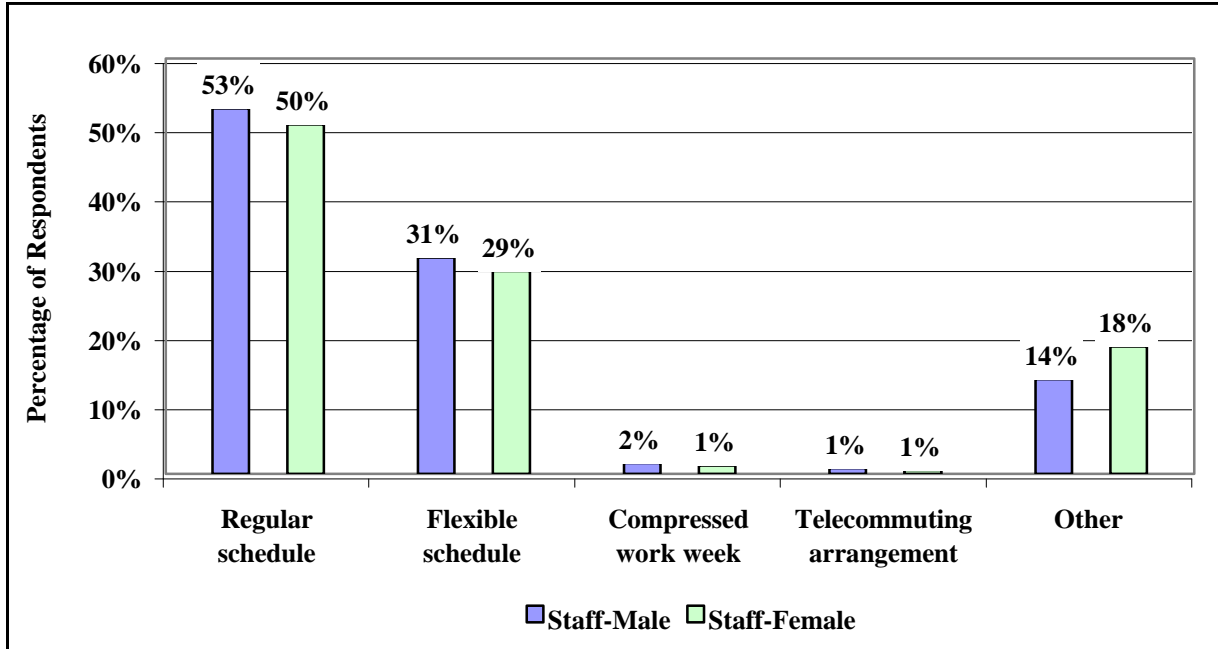
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	90	128	218	26	16	42	260
No	309	631	940	116	98	214	1,154
Total	399	759	1,158	142	114	256	1,414

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	23%	17%	19%	18%	14%	16%	18%
No	77%	83%	81%	82%	86%	84%	82%
Total	100%	100%	100%	100%	100%	100%	100%

Almost one-fifth (18%) of survey respondents have additional employment other than UCSB. Slightly more male respondents have outside employment than do female respondents.

5.3 Work Schedules

Chart 15 - Gender differences in work schedule

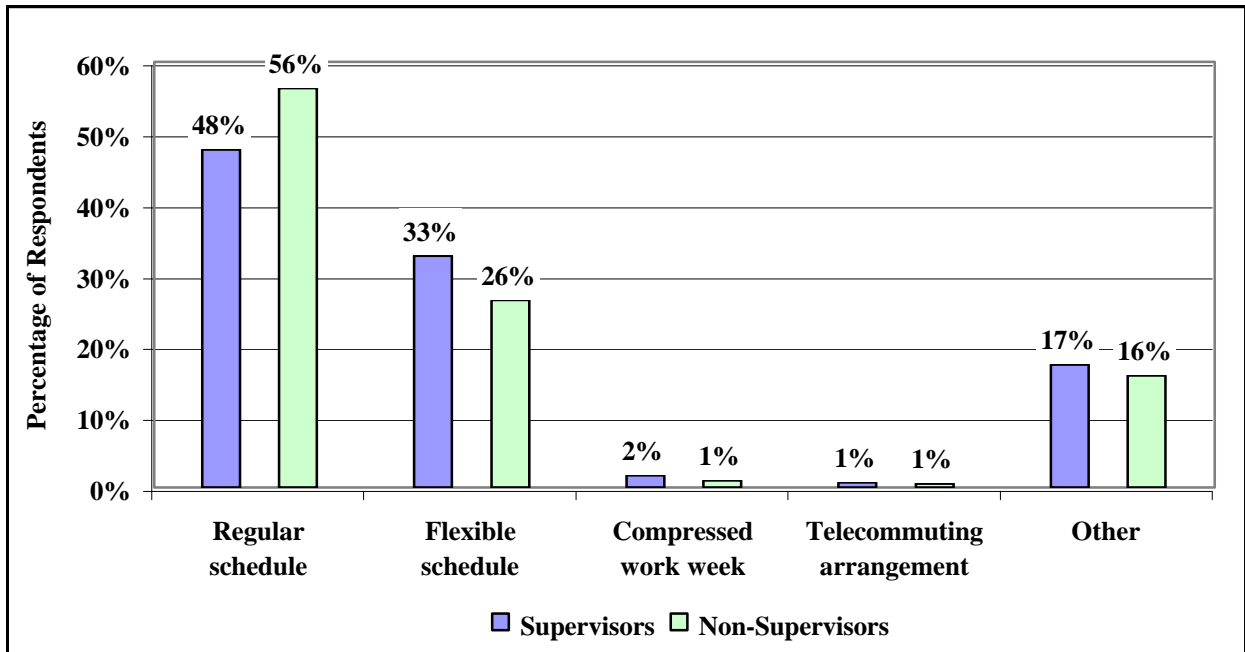


	Staff		
	Male	Female	Total
Reg schedule, 8-5, 1-hr lunch	201	365	566
Flexible schedule	119	212	331
Compressed work week	6	9	15
Telecommuting arrangement	3	4	7
Other	52	133	185
Total	381	723	1,104

	Staff		
	Male	Female	Total
Reg schedule, 8-5, 1-hr lunch	53%	50%	51%
Flexible schedule	31%	29%	30%
Compressed work week	2%	1%	1%
Telecommuting arrangement	1%	0.6%	0.6%
Other	14%	18%	17%
Total	100%	100%	100%

The response rate was similar for male and female staff respondents. Half (50%) of female staff respondents work a regular (8 a.m.-5 p.m.) work schedule, 29% work a flexible schedule, 1% work compressed weeks, and less than 1% telecommute. Slightly over half (53%) of male staff respondents work a regular (8 a.m.-5 p.m.) work schedule, 31% work a flexible schedule, 2% work compressed weeks, and less than 1% telecommute.

Chart 16 - Supervisory/non-supervisory differences in work schedule

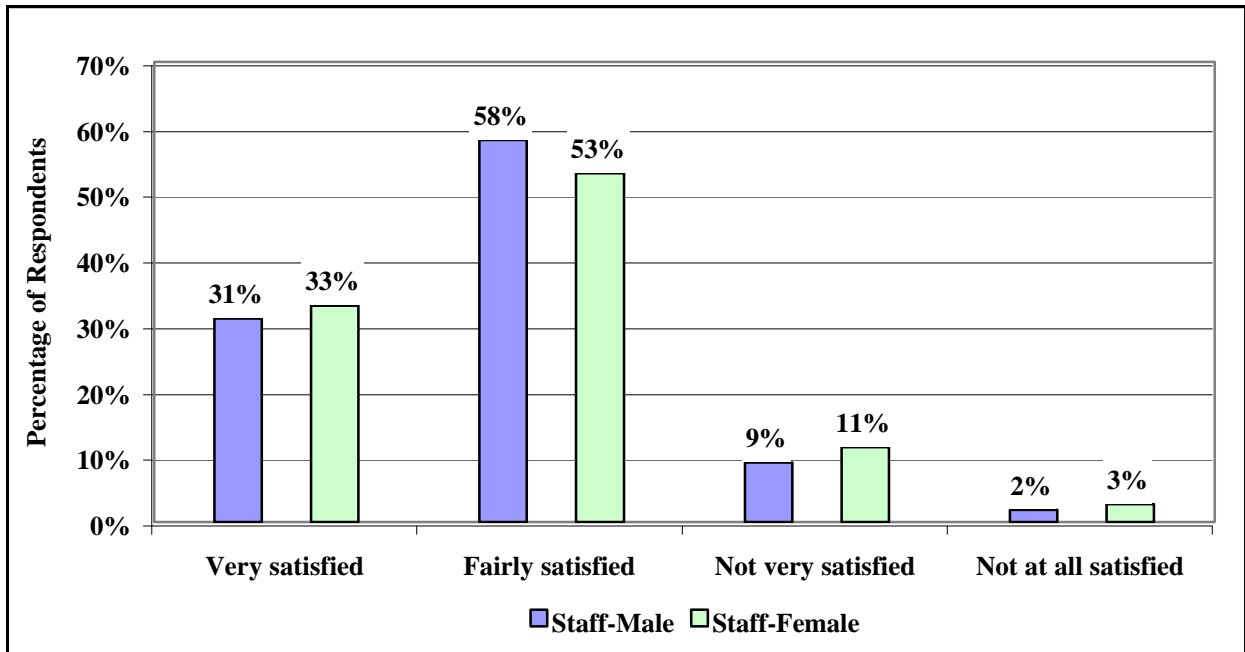


	Staff		
	Supervisors	Non-Supervisors	Total
Reg schedule, 8-5, 1-hr lunch	277	296	573
Flexible schedule	190	139	329
Compressed work week	10	5	15
Telecommuting arrangement	4	3	7
Other	101	83	184
Total	582	526	1,108

	Staff		
	Supervisors	Non-Supervisors	Total
Reg schedule, 8-5, 1-hr lunch	48%	56%	52%
Flexible schedule	33%	26%	30%
Compressed work week	2%	1%	1%
Telecommuting arrangement	1%	1%	1%
Other	17%	16%	17%
Total	100%	100%	100%

A somewhat greater percentage (53%) of supervisor respondents have an alternative work arrangement than do non-supervisor respondents (44%).

Chart 17- Gender differences with work schedule satisfaction

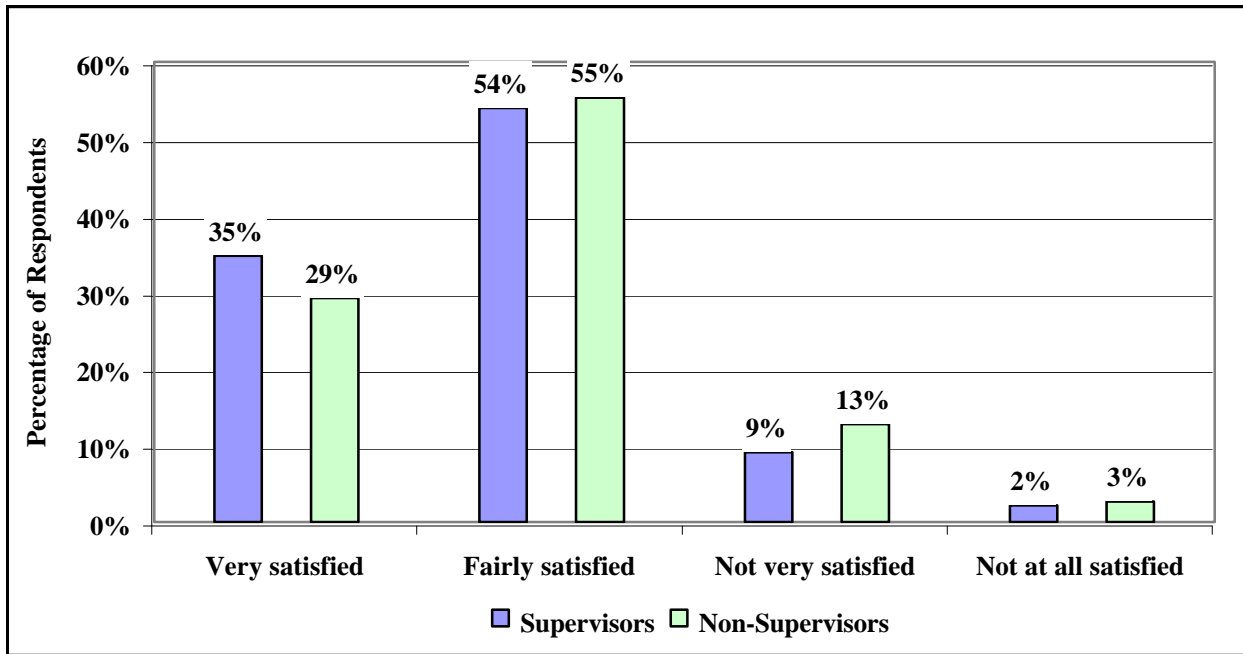


	Male	Female	Total
Very satisfied	120	240	360
Fairly satisfied	225	387	612
Not very satisfied	35	83	118
Not at all satisfied	7	20	27
Total	387	730	1,117

	Staff		Total
	Male	Female	
Very satisfied	31%	33%	32%
Fairly satisfied	58%	53%	55%
Not very satisfied	9%	11%	11%
Not at all satisfied	2%	3%	2%
Total	100%	100%	100%

Overall, there was a higher rate of satisfaction with work schedules than dissatisfaction for both male and female respondents. The greatest percentage of both males (58%) and females (53%) reported feeling "fairly satisfied" with their work schedule. Eleven percent (11%) of male staff respondents and 14% of female staff respondents reported feeling "not very satisfied" or "not satisfied at all".

Chart 18- Supervisory/non-supervisory differences in work schedule satisfaction

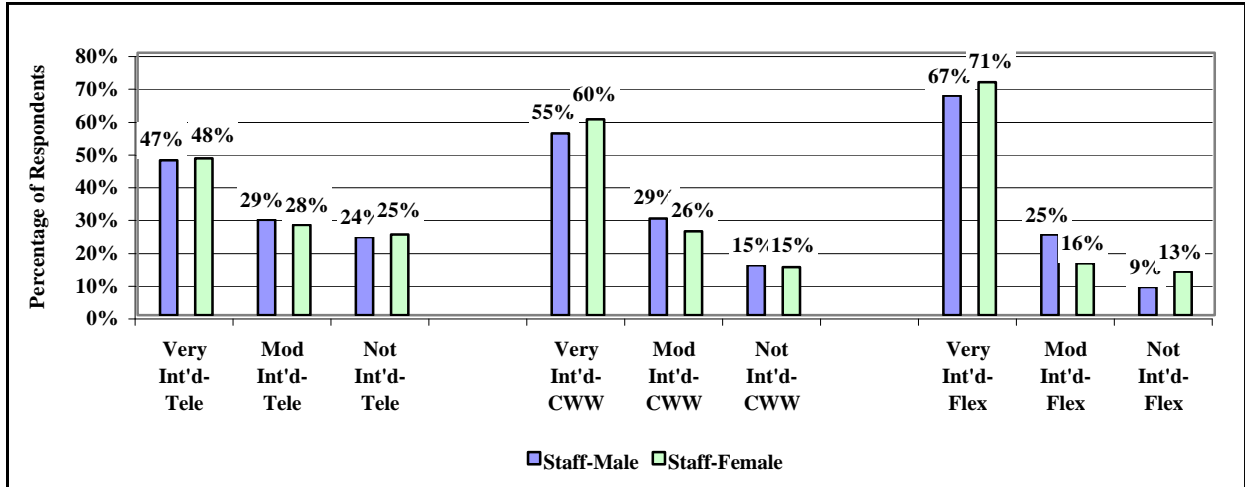


	Staff		
	Supervisors	Non-Supervisors	Total
Very satisfied	205	155	360
Fairly satisfied	319	294	613
Not very satisfied	54	68	122
Not at all satisfied	13	14	27
Total	591	531	1,122

	Staff		
	Supervisors	Non-Supervisors	Total
Very satisfied	35%	29%	32%
Fairly satisfied	54%	55%	55%
Not very satisfied	9%	13%	11%
Not at all satisfied	2%	3%	2%
Total	100%	100%	100%

More than half of supervisor (54%) and non-supervisor (55%) respondents were "fairly satisfied" with their work schedules. Slightly more supervisor respondents (35%) were "very satisfied" with their work schedules than non-supervisor respondents (29%). Eleven percent (11%) of supervisor respondents and 16% of non-supervisor respondents reported feeling "not very satisfied" or "not satisfied at all" with their work schedules.

Chart 19 - Gender differences in interest level in telecommuting/flexible/compressed work hours

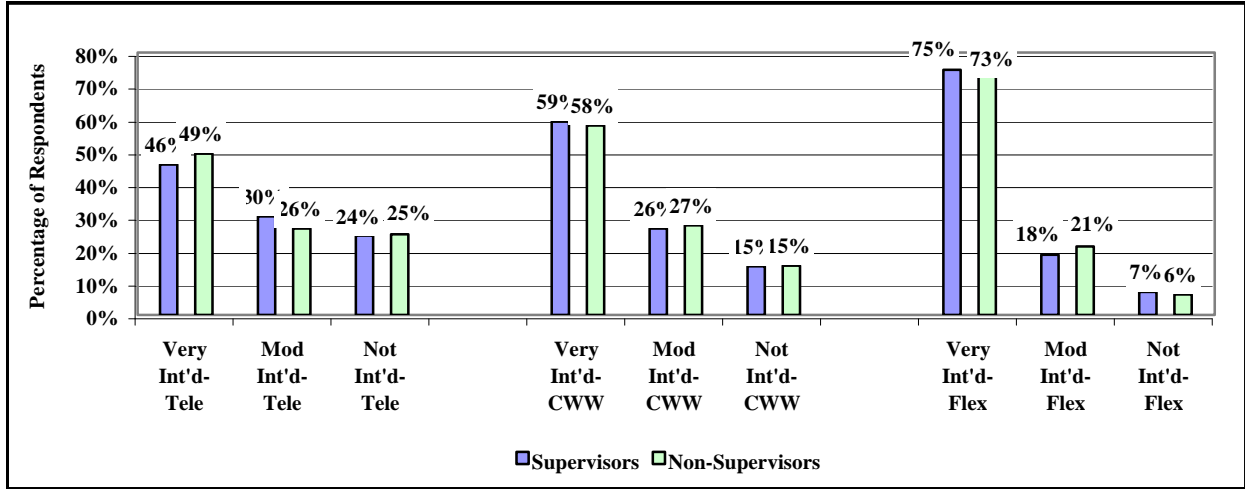


	Staff		Total
	Male	Female	
Telecommuting			
Very interested	175	327	502
Moderately interested	108	188	296
Not interested	88	168	256
Total	371	683	1,054
Compressed work week			
Very interested	207	419	626
Moderately interested	110	179	289
Not interested	57	103	160
Total	374	701	1,075
Flexible Schedule			
Very interested	251	550	801
Moderately interested	92	122	214
Not interested	32	103	135
Total	375	775	1,150

	Staff		Total
	Male	Female	
Telecommuting			
Very interested	47%	48%	48%
Moderately interested	29%	28%	28%
Not interested	24%	25%	24%
Total	100%	100%	100%
Compressed work week			
Very interested	55%	60%	58%
Moderately interested	29%	26%	27%
Not interested	15%	15%	15%
Total	100%	100%	100%
Flexible Schedule			
Very interested	67%	71%	70%
Moderately interested	25%	16%	19%
Not interested	9%	13%	12%
Total	100%	100%	100%

There was a high level of interest in flexible work arrangements by both female and male staff respondents. Eighty-seven percent (87%) of female staff and 92% of male staff were moderately to very interested in flexible schedules. Eighty-six percent (86%) of female and 84% of male staff were moderately to very interested in compressed workweeks. Seventy-six percent (76%) of female and male staff were moderately to very interested in telecommuting.

Chart 20- Supervisory/Non-supervisory differences in interest level in telecommuting/flexible/compressed work hours



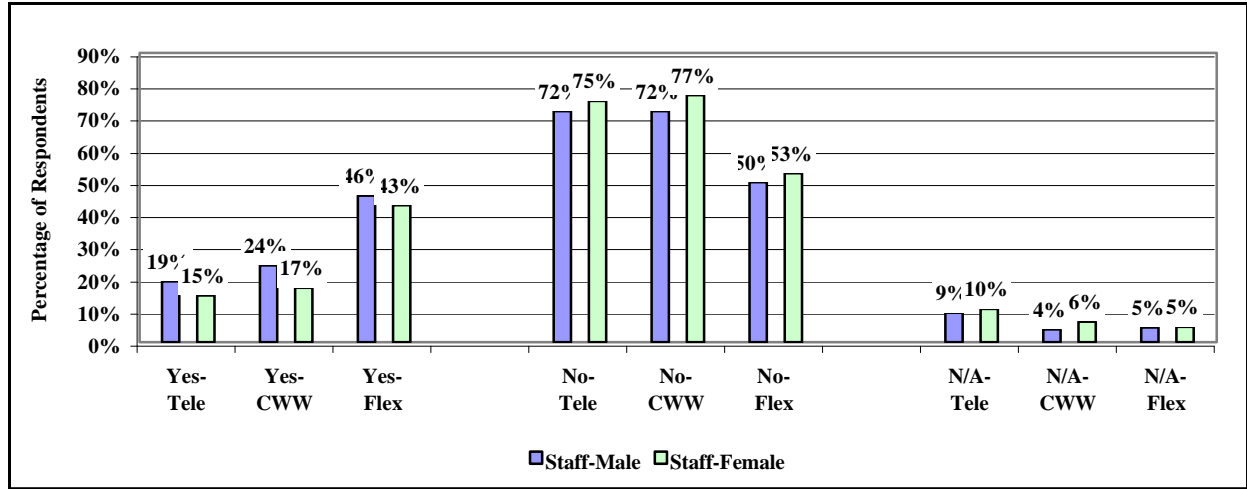
	Staff		
	Supervisors	Non-Supervisors	Total
Telecommuting			
Very interested	258	243	501
Moderately interested	169	130	299
Not interested	136	122	258
Total	563	495	1,058
Compressed work week			
Very interested	339	290	629
Moderately interested	152	137	289
Not interested	85	75	160
Total	576	502	1,078
Flexible Schedule			
Very interested	430	375	805
Moderately interested	106	108	214
Not interested	40	32	72
Total	576	515	1,091

	Staff		
	Supervisors	Non-Supervisors	Total
Telecommuting			
Very Interested	46%	49%	47%
Moderately Interested	30%	26%	28%
Not Interested	24%	25%	24%
Total	100%	100%	100%
Compressed work week			
Very Interested	59%	58%	58%
Moderately Interested	26%	27%	27%
Not Interested	15%	15%	15%
Total	100%	100%	100%
Flexible Schedule			
Very Interested	75%	73%	74%
Moderately Interested	18%	21%	20%
Not Interested	7%	6%	7%
Total	100%	100%	100%

There was a high level of interest in flexible work arrangements by both supervisor and non-supervisor respondents. Ninety-three percent (93%) of supervisors and 94% of non-supervisors were moderately to very interested in flexible schedules. Eighty-five percent (85%) of supervisors and non-supervisors were moderately to very interested in compressed workweeks. Seventy-six percent (76%) of supervisors and 75% of non-supervisors were moderately to very interested in telecommuting.

Graphs 21-24 represent the employees who are on a regular 8 a.m.-5 p.m. work schedule.

Chart 21- Gender differences in talking to supervisor about telecommuting/flexible/compressed work hours

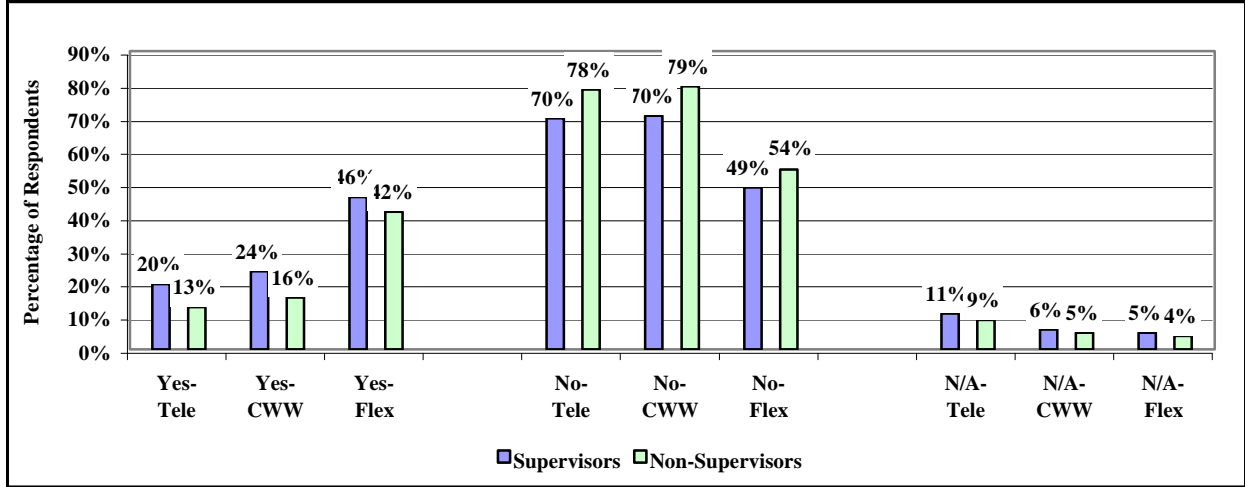


	Staff		
	Male	Female	Total
Telecommuting			
Yes	37	51	88
No	140	263	403
N/A	18	36	54
Total	195	350	545
Compressed work week			
Yes	47	59	106
No	141	268	409
N/A	8	22	30
Total	196	349	545
Flexible Schedule			
Yes	90	153	243
No	98	189	287
N/A	9	17	26
Total	197	359	556

	Staff		
	Male	Female	Total
Telecommuting			
Yes	19%	15%	16%
No	72%	75%	74%
N/A	9%	10%	10%
Total	100%	100%	100%
Compressed work week			
Yes	24%	17%	19%
No	72%	77%	75%
N/A	4%	6%	6%
Total	100%	100%	100%
Flexible Schedule			
Yes	46%	43%	44%
No	50%	53%	52%
N/A	5%	5%	5%
Total	100%	100%	100%

Slightly more male respondents, compared to female, have talked to their supervisors about alternative work arrangements. However, a greater percentage of both genders have not spoken to their supervisors about any form of alternative work arrangement.

Chart 22- Supervisory/non-supervisory differences in talking to supervisor about telecommuting/flexible/compressed work hours

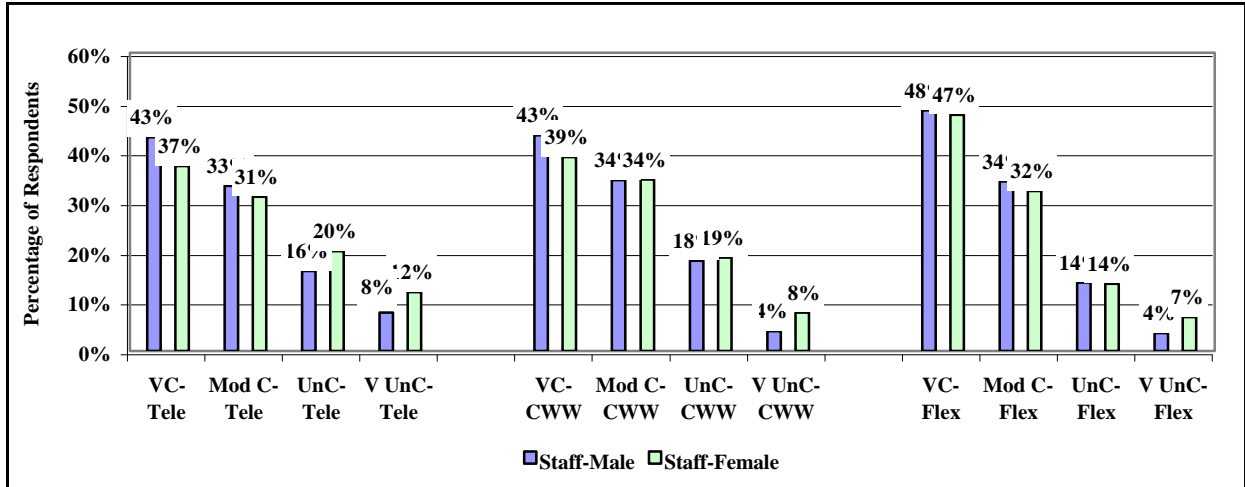


	Staff		
	Supervisors	Non-Supervisors	Total
Telecommuting			
Yes	53	36	89
No	188	221	409
N/A	29	25	54
Total	270	282	552
Compressed work week			
Yes	64	44	108
No	191	223	414
N/A	16	14	30
Total	271	281	552
Flexible Schedule			
Yes	126	120	246
No	134	157	291
N/A	14	12	26
Total	274	289	563

	Staff		
	Supervisors	Non-Supervisors	Total
Telecommuting			
Yes	20%	13%	16%
No	70%	78%	74%
N/A	11%	9%	10%
Total	100%	100%	100%
Compressed work week			
Yes	24%	16%	20%
No	70%	79%	75%
N/A	6%	5%	5%
Total	100%	100%	100%
Flexible Schedule			
Yes	46%	42%	44%
No	49%	54%	52%
N/A	5%	4%	5%
Total	100%	100%	100%

Slightly more supervisory, compared to non-supervisory, respondents have talked to their supervisors about alternative work arrangements. However, a greater percentage of both groups have not spoken to their supervisors about any form of alternative work arrangement.

Chart 23- Gender differences in comfort level in discussing flexible work arrangements with supervisor

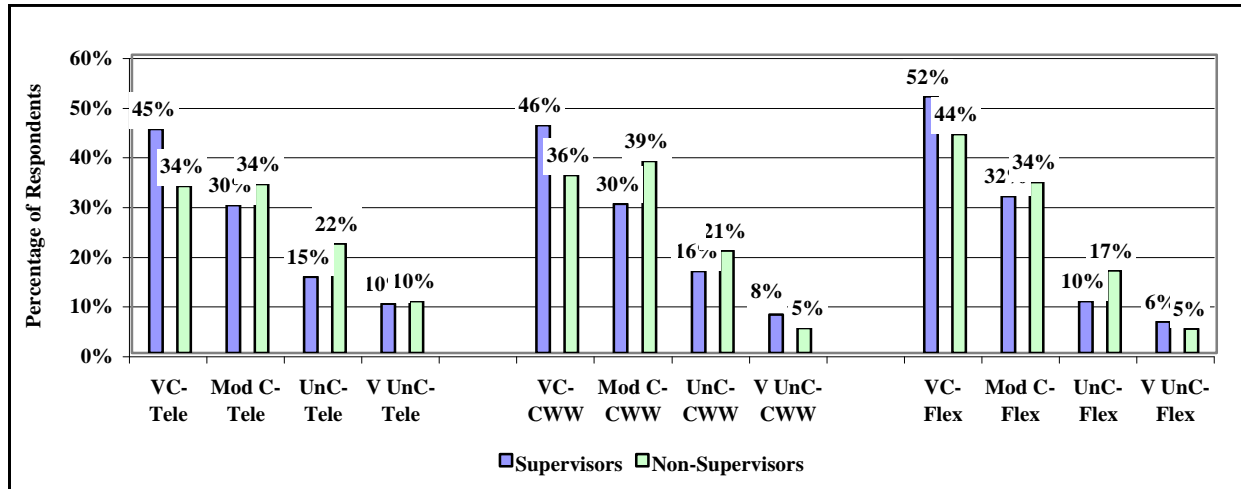


	Staff		
	Male	Female	Total
Telecommuting			
Very Comfortable	83	126	209
Moderately Comfortable	64	105	169
Uncomfortable	31	68	99
Very Uncomfortable	15	40	55
Total	193	339	532
Compressed work week			
Very Comfortable	86	137	223
Moderately Comfortable	68	121	189
Uncomfortable	36	66	102
Very Uncomfortable	8	27	35
Total	198	351	549
Flexible Schedule			
Very Comfortable	95	168	263
Moderately Comfortable	67	114	181
Uncomfortable	27	48	75
Very Uncomfortable	7	24	31
Total	196	354	550

	Staff		
	Male	Female	Total
Telecommuting			
Very Comfortable	43%	37%	39%
Moderately Comfortable	33%	31%	32%
Uncomfortable	16%	20%	19%
Very Uncomfortable	8%	12%	10%
Total	100%	100%	100%
Compressed work week			
Very Comfortable	43%	39%	41%
Moderately Comfortable	34%	34%	34%
Uncomfortable	18%	19%	19%
Very Uncomfortable	4%	8%	6%
Total	100%	100%	100%
Flexible Schedule			
Very Comfortable	48%	47%	48%
Moderately Comfortable	34%	32%	33%
Uncomfortable	14%	14%	14%
Very Uncomfortable	4%	7%	6%
Total	100%	100%	100%

A somewhat greater percentage (82%) of males than females (79%) feel moderately to very comfortable discussing flexible schedules with their supervisors, than when discussing compressed work weeks (77% of males, 73% of females) and telecommuting (76% of males, 68% of females).

Chart 24- Supervisor/non-supervisor differences in comfort level in discussing flexible work arrangements with supervisor



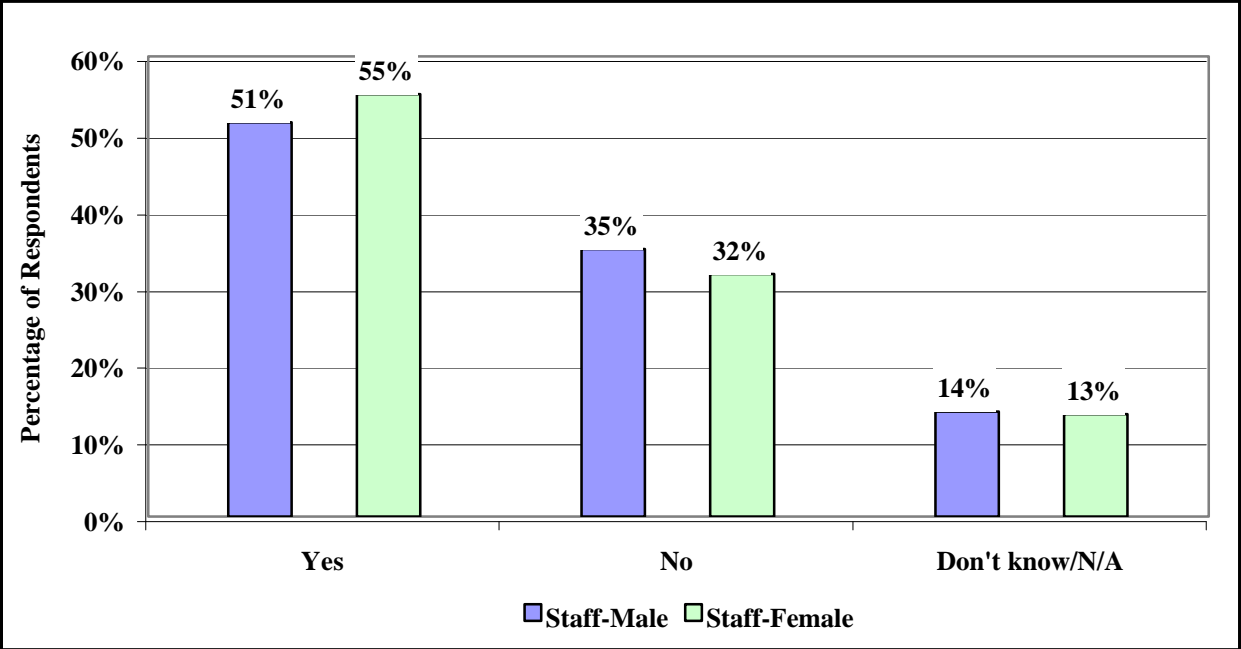
	Staff		
	Supervisors	Non-Supervisors	Total
Telecommuting			
Very Comfortable	118	93	211
Moderately Comfortable	78	94	172
Uncomfortable	40	61	101
Very Uncomfortable	26	29	55
Total	262	277	539
Compressed work week			
Very Comfortable	125	101	226
Moderately Comfortable	82	109	191
Uncomfortable	45	58	103
Very Uncomfortable	21	14	35
Total	273	282	555
Flexible Schedule			
Very Comfortable	139	127	266
Moderately Comfortable	85	99	184
Uncomfortable	28	48	76
Very Uncomfortable	17	14	31
Total	269	288	557

	Staff		
	Supervisors	Non-Supervisors	Total
Telecommuting			
Very Comfortable	45%	34%	39%
Moderately Comfortable	30%	34%	32%
Uncomfortable	15%	22%	19%
Very Uncomfortable	10%	10%	10%
Total	100%	100%	100%
Compressed work week			
Very Comfortable	46%	36%	41%
Moderately Comfortable	30%	39%	34%
Uncomfortable	16%	21%	19%
Very Uncomfortable	8%	5%	6%
Total	100%	100%	100%
Flexible Schedule			
Very Comfortable	52%	44%	48%
Moderately Comfortable	32%	34%	33%
Uncomfortable	10%	17%	14%
Very Uncomfortable	6%	5%	6%
Total	100%	100%	100%

A somewhat greater percentage of respondents (84% of supervisors, 78% of non-supervisors) feel moderately to very comfortable discussing flexible schedules with their supervisors, than when discussing compressed work weeks (76% of supervisors, 75% of non-supervisors) and telecommuting (75% of supervisors, 68% of non-supervisors).

5.4 Professional Development

Chart 25 - Are there enough opportunities to enhance your professional growth?

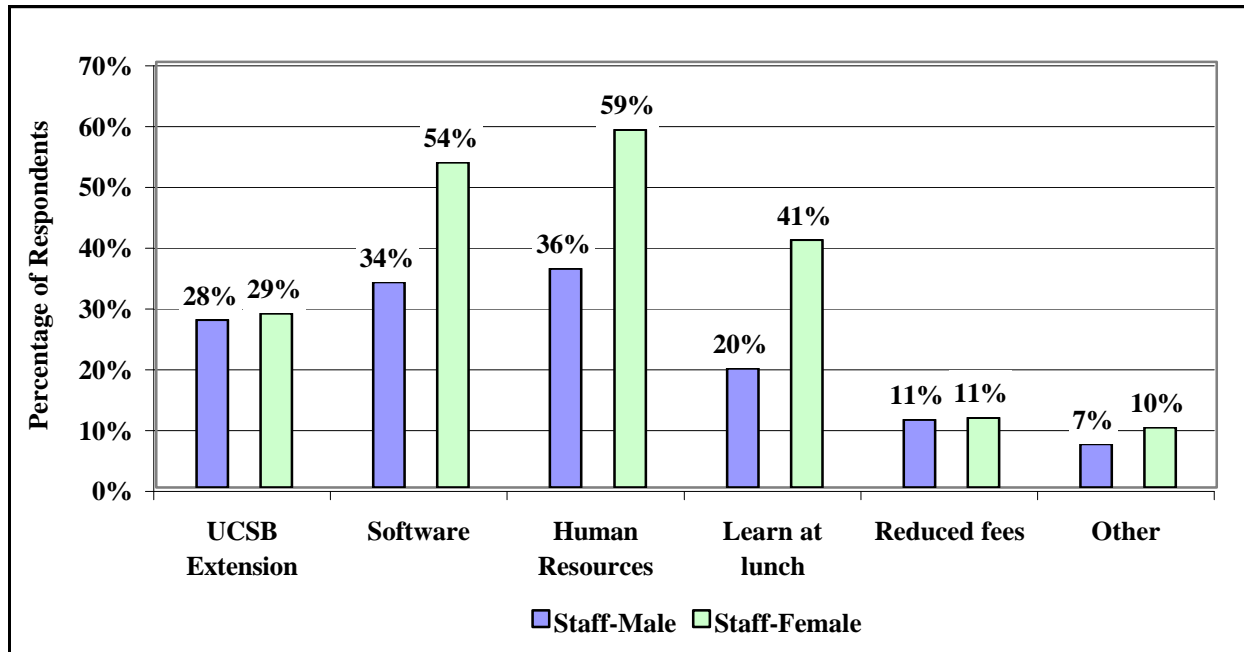


	Staff		
	Male	Female	Total
Yes	199	401	600
No	135	230	365
Don't know/N/A	53	97	150
Total	387	728	1,115

	Staff		
	Male	Female	Total
Yes	51%	55%	54%
No	35%	32%	33%
Don't know/N/A	14%	13%	13%
Total	100%	100%	100%

More than half (54%) of staff respondents thought there were enough professional growth opportunities at UCSB.

Chart 26 - What campus resources do you use?



	Staff		
	Male	Female	Total
UCSB Extension	111	219	330
Software	136	410	546
Human Resources	145	451	596
Learn at lunch	79	312	391
Reduced fees	45	88	133
Other	29	76	105

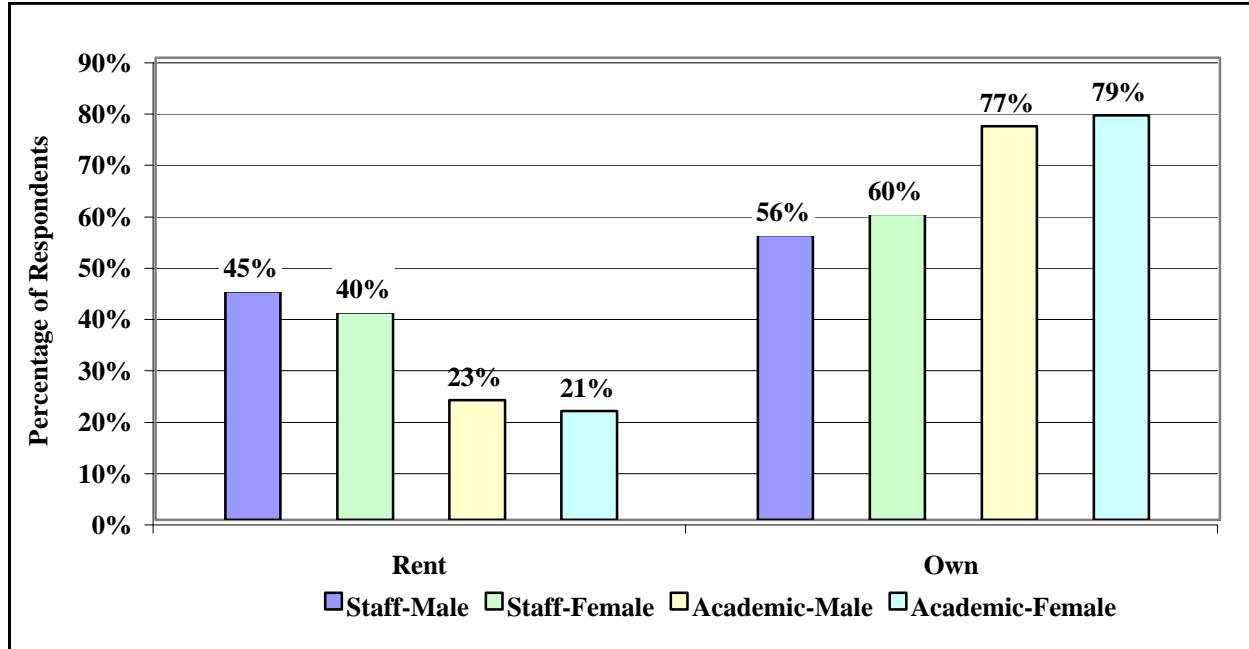
	Staff		
	Male	Female	Total
UCSB Extension	28%	29%	28%
Software	34%	54%	47%
Human Resources	36%	59%	51%
Learn at lunch	20%	41%	33%
Reduced fees	11%	11%	11%
Other	7%	10%	9%

The most commonly used resource for professional development was Human Resources Training and Development (51%), followed by Software Training at Instructional Computing (47%). Thirty-three percent (33%) of staff respondents attended Learn at Lunch workshops and 28% of staff respondents have taken courses at UCSB Extension. Eleven percent (11%) of staff respondents used the reduced fees for UCSB courses.

* Note: Respondents could select more than one campus resource; there were 403 male and 766 female respondents. Percentages are derived by dividing the total # of choices (resources) by the total # of staff respondents. Ex: HR courses were selected 596 times. That number is divided by the total # of staff respondents (N=1,169). 596 divided by 1169= 51%.

5.5 Housing

Chart 27 - Do you rent or own your residence?

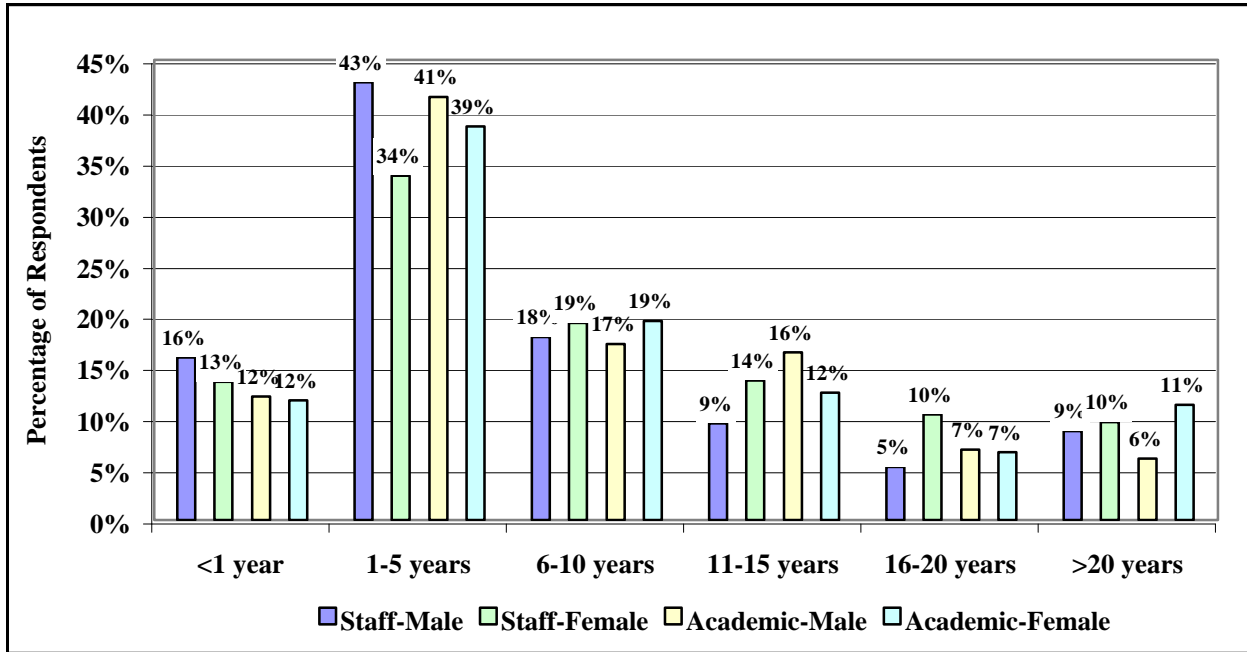


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Rent	178	306	484	28	27	55	539
Own	222	452	674	115	89	204	878
Total	400	758	1,158	143	116	259	1,417

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Rent	45%	40%	42%	20%	23%	21%	38%
Own	56%	60%	58%	80%	77%	79%	62%
Total	100%	100%	100%	100%	100%	100%	100%

More than three-quarters of academic respondents (79%) own, rather than rent, their homes. Fifty-eight percent (58%) of staff respondents own, rather than rent, their homes.

Chart 28 - Length of time in current residence

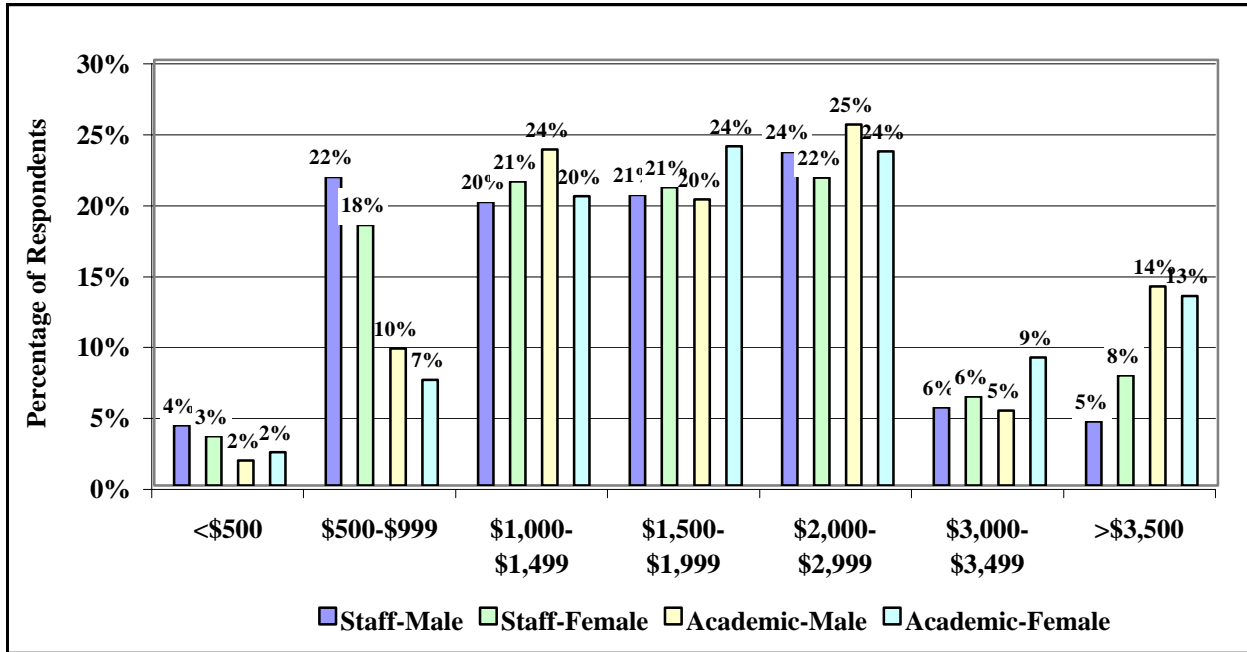


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<1 year	64	103	167	16	14	30	197
1-5 years	172	257	429	51	48	99	528
6-10 years	72	147	219	30	20	50	269
11-15 years	38	104	142	13	19	32	174
16-20 years	21	79	100	9	8	17	117
>20 years	35	73	108	22	7	29	51
Total	402	763	1,165	141	116	257	1,336

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<1 year	16%	13%	14%	11%	12%	12%	15%
1-5 years	43%	34%	37%	36%	41%	39%	40%
6-10 years	18%	19%	19%	21%	17%	19%	20%
11-15 years	9%	14%	12%	9%	16%	12%	13%
16-20 years	5%	10%	9%	6%	7%	7%	9%
>20 years	9%	10%	9%	16%	6%	11%	4%
Total	100%	100%	100%	100%	100%	100%	100%

Approximately half (51%) of staff respondents and academic respondents have lived in their current residences for 5 years or less.

Chart 29 - Monthly housing costs

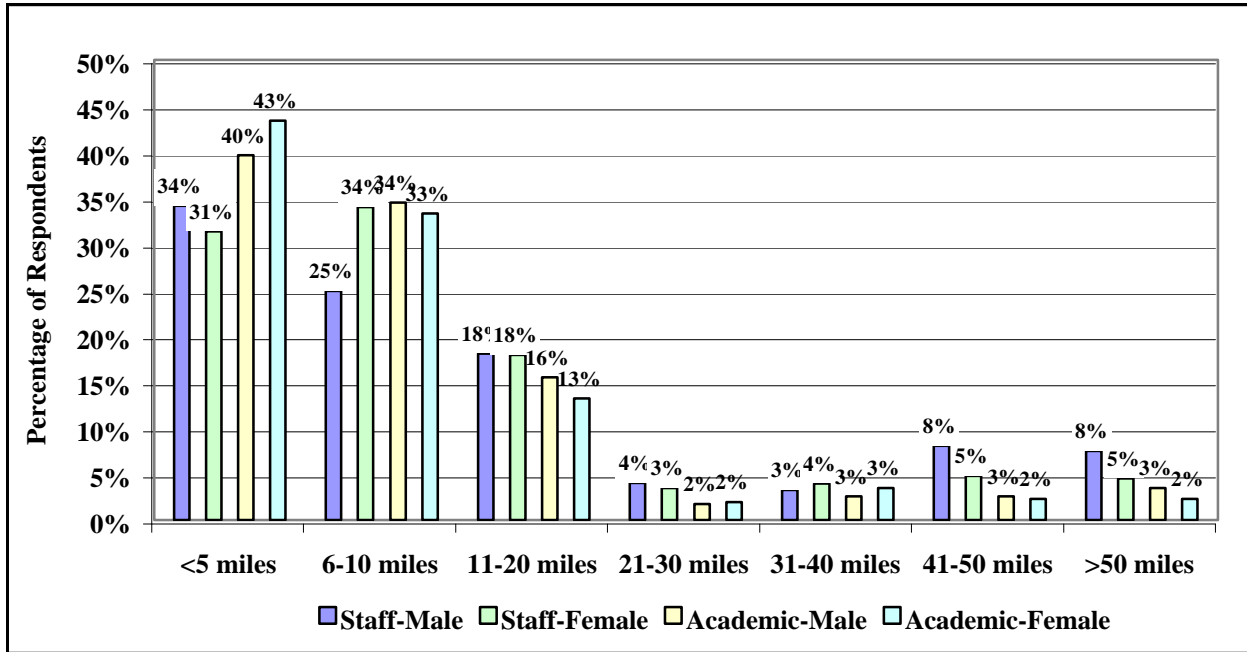


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<\$500	17	26	43	4	2	6	49
\$500-\$999	87	137	224	8	11	19	243
\$1,000-\$1,499	80	160	240	25	27	52	292
\$1,500-\$1,999	82	157	239	38	23	61	300
\$2,000-\$2,999	94	162	256	31	29	60	316
\$3,000-\$3,499	22	47	69	17	6	23	92
>\$3,500	18	58	76	18	16	34	110
Total	400	747	1,147	141	114	255	1,402

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<\$500	4%	3%	4%	3%	2%	2%	3%
\$500-\$999	22%	18%	20%	6%	10%	7%	17%
\$1,000-\$1,499	20%	21%	21%	18%	24%	20%	21%
\$1,500-\$1,999	21%	21%	21%	27%	20%	24%	21%
\$2,000-\$2,999	24%	22%	22%	22%	25%	24%	23%
\$3,000-\$3,499	6%	6%	6%	12%	5%	9%	7%
>\$3,500	5%	8%	7%	13%	14%	13%	8%
Total	100%	100%	100%	100%	100%	100%	100%

Approximately two thirds of staff respondents (64%) and academic respondents (68%) pay between \$1,000-\$3,000/month for housing costs.

Chart 30 - Commute distance between UCSB and home (in miles)



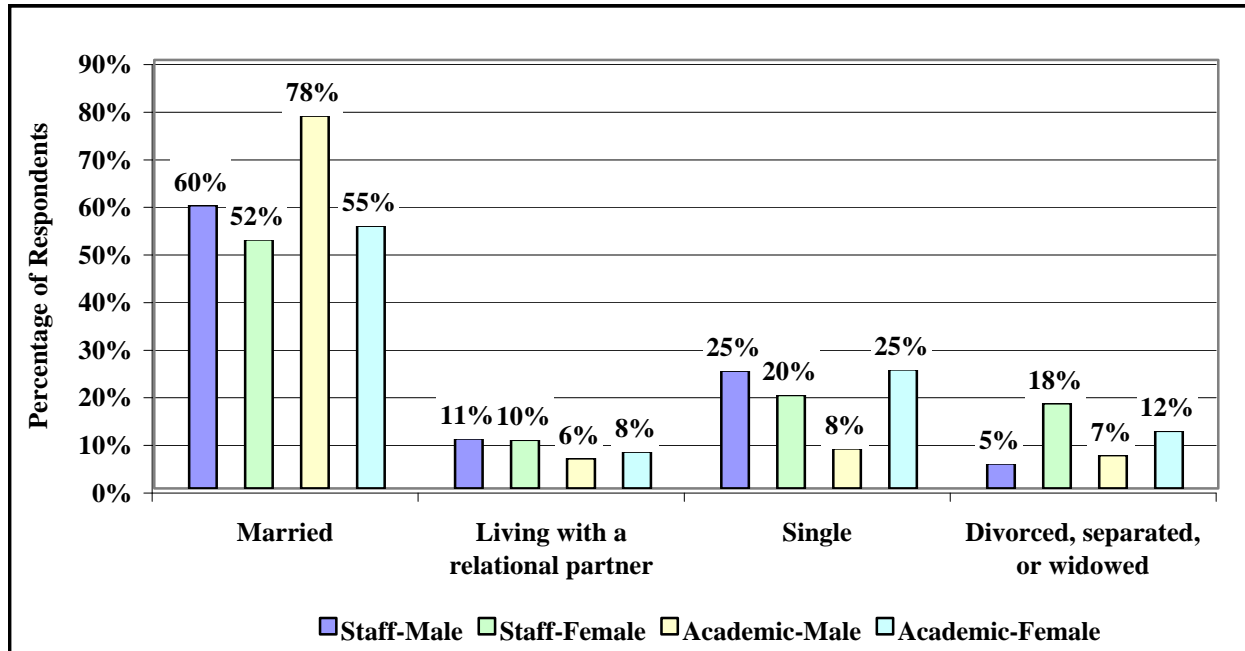
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<5 miles	136	236	372	66	46	112	484
6-10 miles	99	256	355	46	40	86	441
11-20 miles	72	135	207	16	18	34	241
21-30 miles	16	26	39	3	2	5	44
31-40 miles	13	30	62	6	3	9	71
41-50 miles	32	36	68	3	3	6	74
>50 miles	30	34	64	2	4	6	70
Total	398	753	1,167	142	116	258	1,425

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<5 miles	34%	31%	32%	46%	40%	43%	34%
6-10 miles	25%	34%	30%	32%	34%	33%	31%
11-20 miles	18%	18%	18%	11%	16%	13%	17%
21-30 miles	4%	3%	3%	2%	2%	2%	3%
31-40 miles	3%	4%	5%	4%	3%	3%	5%
41-50 miles	8%	5%	6%	2%	3%	2%	5%
>50 miles	8%	5%	5%	1%	3%	2%	5%
Total	100%	100%	100%	100%	100%	100%	100%

Eighty percent (80%) of staff respondents and 89% of academic respondents have commute distances of 20 miles or less (one-way). Nineteen percent (19%) of staff respondents and 9% of academic respondents commute more than 20 miles from home (one-way).

5.6 Relationship

Chart 31 - Marital status

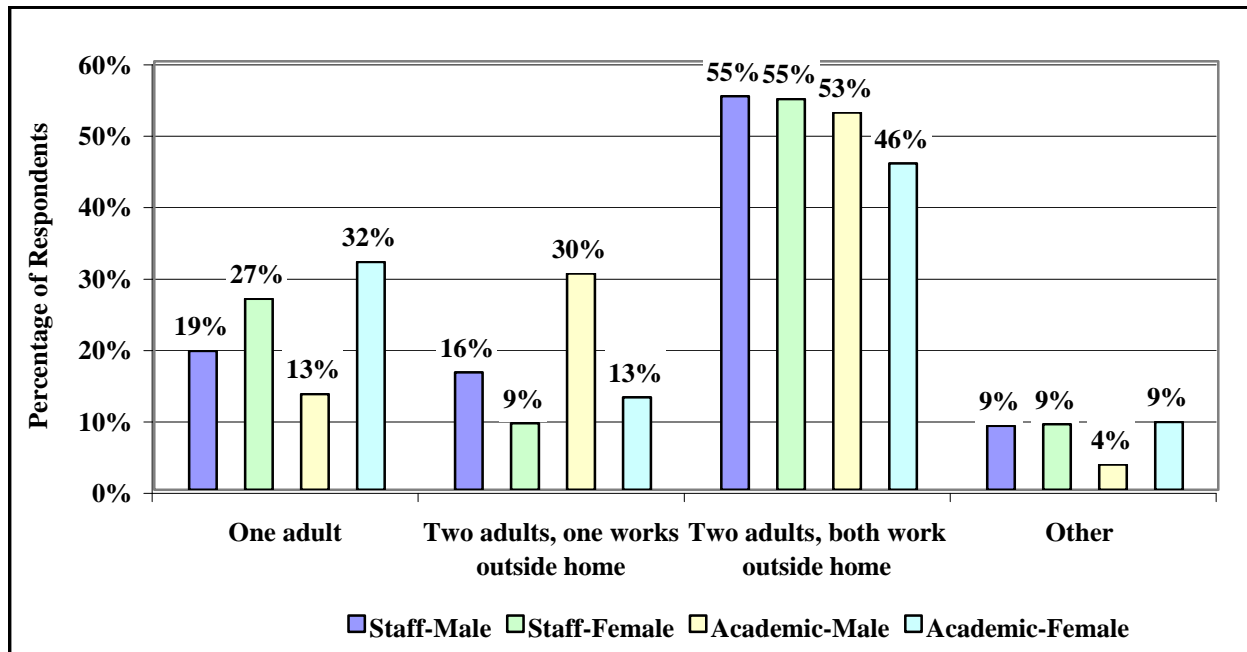


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Married	238	400	638	112	64	176	814
Living with a relational partner	42	78	120	9	9	18	138
Single	99	150	249	12	29	41	290
Divorced, separated, or widowed	21	137	158	10	14	24	182
Total	400	765	1,165	143	116	259	1,424

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Married	60%	52%	55%	78%	55%	68%	57%
Living with a relational partner	11%	10%	10%	6%	8%	7%	10%
Single	25%	20%	21%	8%	25%	16%	20%
Divorced, separated, or widowed	5%	18%	14%	7%	12%	9%	13%
Total	100%	100%	100%	100%	100%	100%	100%

More than half (55%) of staff respondents are married and an additional 10% are living with a relationship partner. About two-thirds (68%) of academic respondents are married, with an additional 7% living with a relationship partner. About one-fifth (21%) of staff respondents and 16% of academic respondents are single. Fourteen percent (14%) of staff respondents and 9% of academic respondents are divorced, separated, or widowed.

Chart 32 - Household makeup



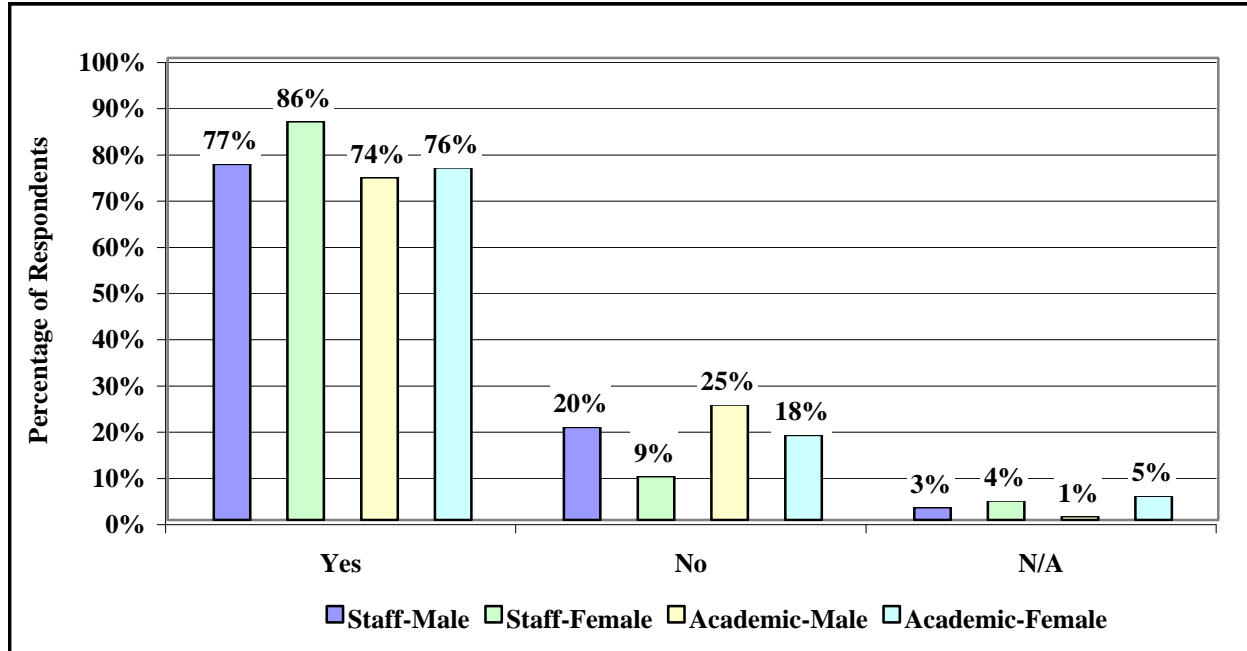
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
One adult (single person hhld)	78	204	282	19	37	56	338
Two adults, one works outside	66	71	137	43	15	58	195
Two adults, both work outside	221	417	638	75	53	128	766
Other	36	70	106	5	11	16	122
Total	401	762	1,163	142	116	258	1,421

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
One adult (single person hhld)	19%	27%	24%	13%	32%	22%	24%
Two adults, one works outside	16%	9%	12%	30%	13%	22%	14%
Two adults, both work outside	55%	55%	55%	53%	46%	50%	54%
Other	9%	9%	9%	4%	9%	6%	9%
Total	100%	100%	100%	100%	100%	100%	100%

Fifty-five percent (55%) of staff respondents' households and 50% of academic respondents' households consist of two adults, both working outside the home. Twelve percent (12%) of staff respondents' households and 22% of academic respondents' households have only one partner working outside the home.

5.7 Spousal Employment

Chart 33 - Is your spouse/partner employed?

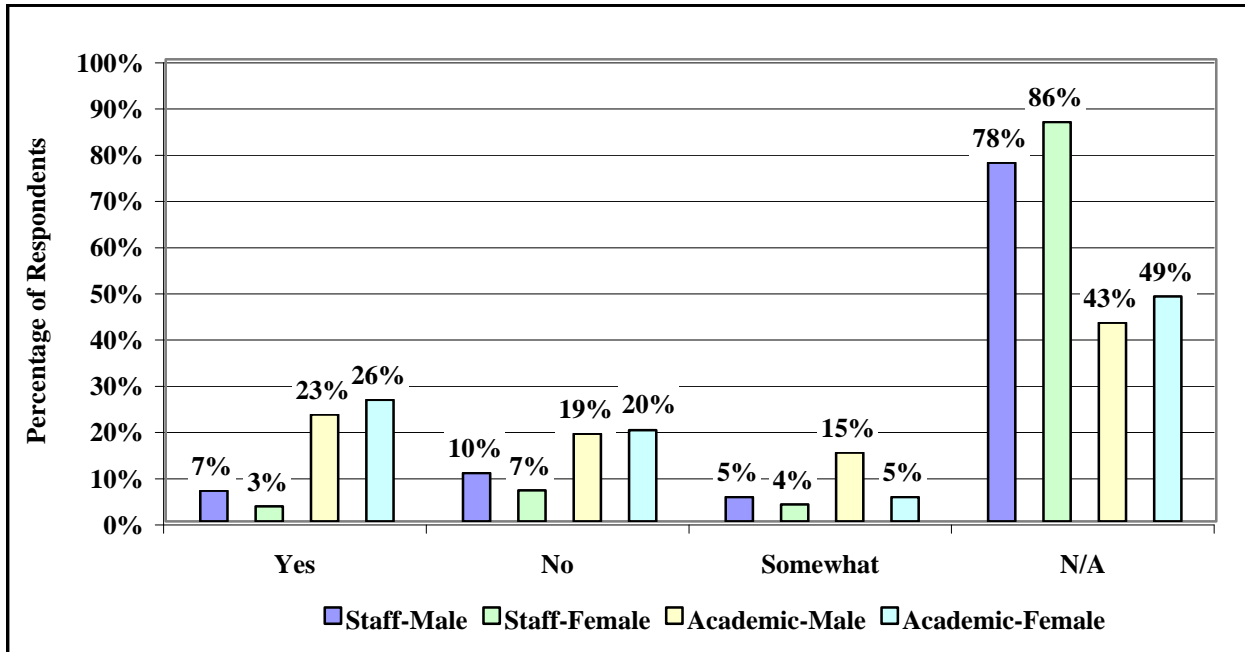


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	222	429	651	89	58	147	798
No	58	47	105	30	14	44	149
N/A	8	21	29	1	4	5	34
Total	288	497	785	120	76	196	981

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	77%	86%	83%	74%	76%	75%	81%
No	20%	9%	13%	25%	18%	22%	15%
N/A	3%	4%	4%	1%	5%	3%	3%
Total	100%	100%	100%	100%	100%	100%	100%

Of the survey respondents who have spouses/partners, eighty-three percent (83%) of staff spouses/partners and 75% of academic spouses/partners are employed.

Chart 34 - If you relocated, was it difficult for your spouse to find work?

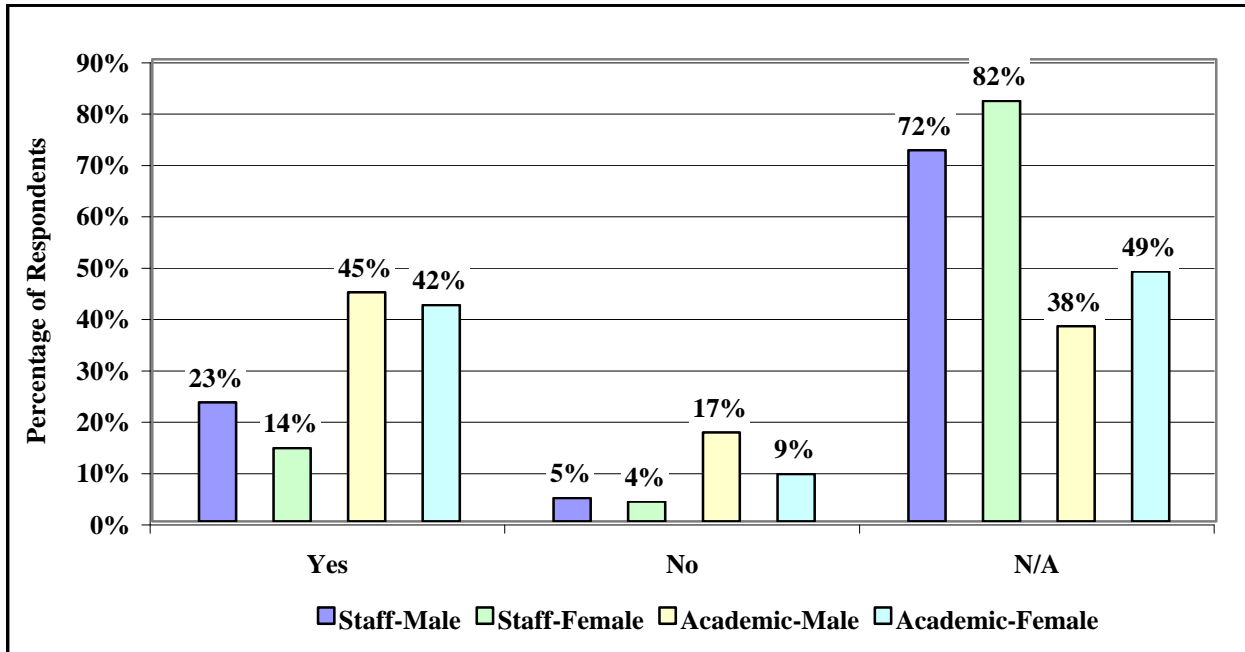


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	19	16	35	28	20	48	83
No	30	33	63	23	15	38	101
Somewhat	15	18	33	18	4	22	55
N/A	222	426	648	52	37	89	737
Total	286	493	779	121	76	197	976

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	7%	3%	4%	23%	26%	24%	9%
No	10%	7%	8%	19%	20%	19%	10%
Somewhat	5%	4%	4%	15%	5%	11%	6%
N/A	78%	86%	83%	43%	49%	45%	76%
Total	100%	100%	100%	100%	100%	100%	100%

A greater percentage (24%) of academic respondents reported that their spouses/partners reported had difficulty finding employment when relocating to Santa Barbara than staff respondents' spouses/partners (4%). Eighty-three (83%) percent of staff respondents and 45% of academic respondents found this question to be not applicable to their current situation.

Chart 35 - Would a UCSB office for spousal employment be helpful?

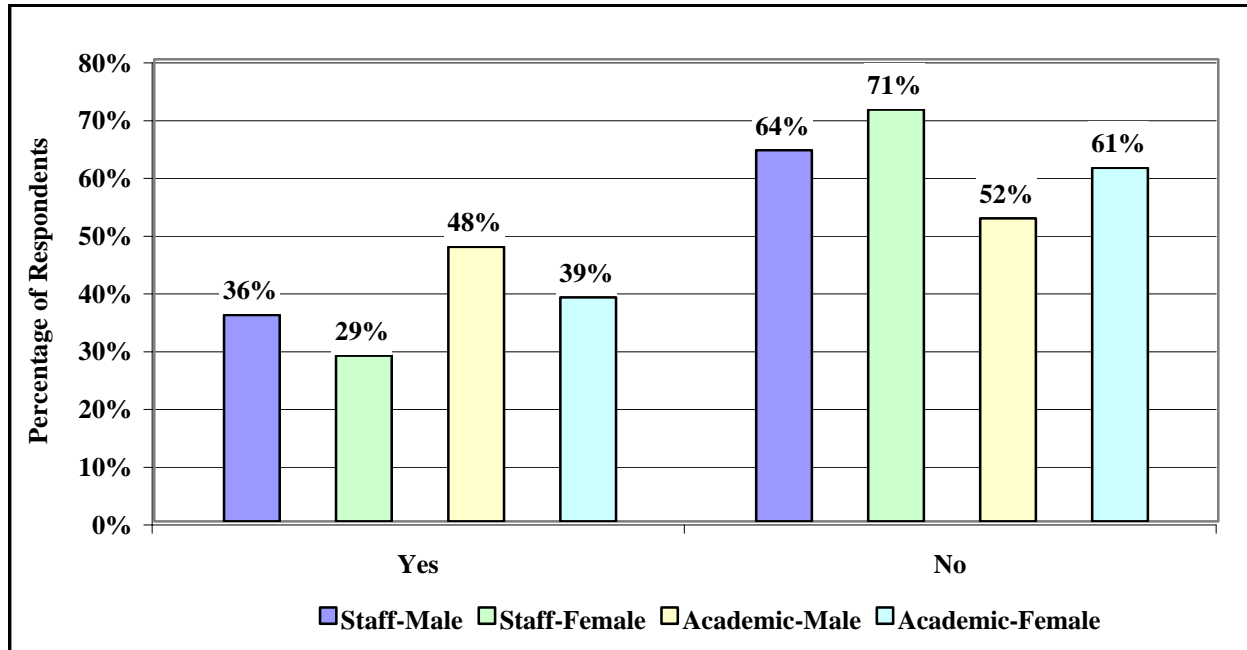


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	66	70	136	54	32	86	222
No	13	19	32	21	7	28	60
N/A	206	402	608	46	37	83	691
Total	285	491	776	121	76	197	973

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	23%	14%	18%	45%	42%	44%	23%
No	5%	4%	4%	17%	9%	14%	6%
N/A	72%	82%	78%	38%	49%	42%	71%
Total	100%	100%	100%	100%	100%	100%	100%

Spousal employment appears to be of more concern to academic respondents (44%) than to staff respondents (18%). Seventy-eight percent (78%) of staff respondents and 42% of academic respondents found this question not applicable to their current situation.

Chart 36 - Do you have children for whom you provide care?

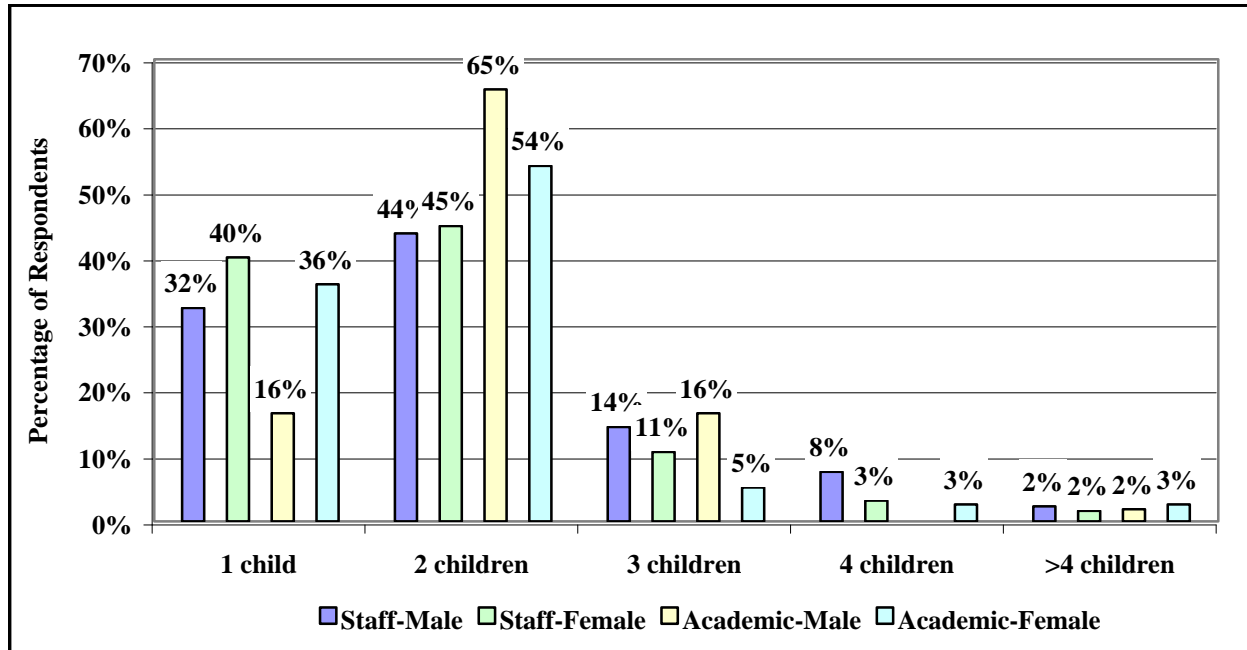


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	144	219	363	68	45	113	476
No	259	544	803	75	71	146	949
Total	403	763	1,166	143	116	259	1,425

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	36%	29%	31%	48%	39%	44%	33%
No	64%	71%	69%	52%	61%	56%	67%
Total	100%	100%	100%	100%	100%	100%	100%

Thirty-one percent (31%) of staff respondents and 44% of academic respondents have children whom they provide care to.

Chart 37 - How many children do you have?

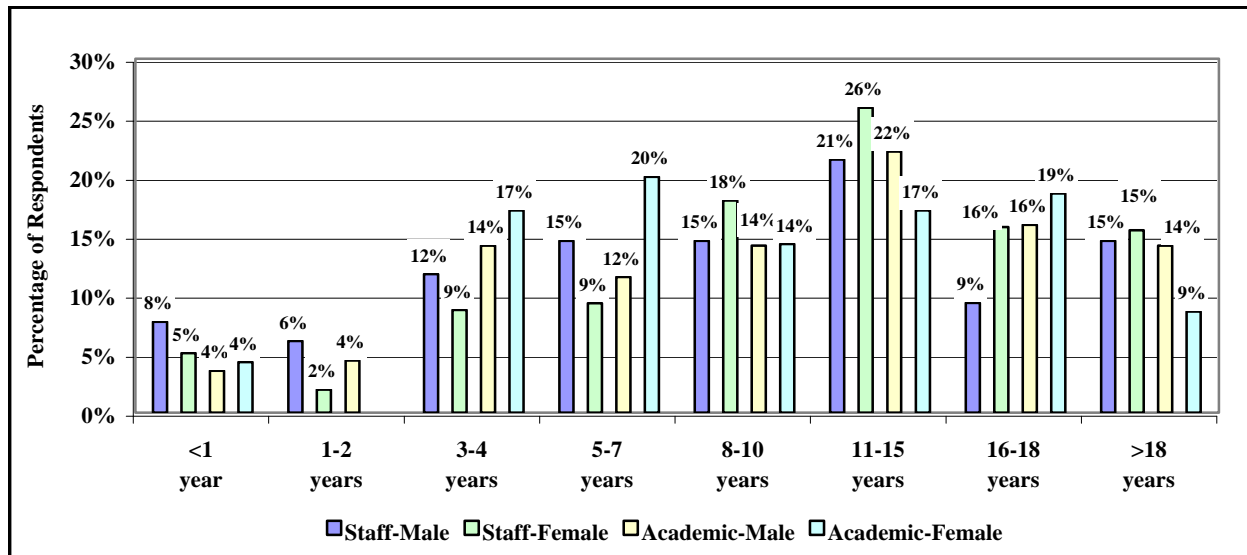


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
1 child	43	76	119	9	14	23	142
2 children	58	85	143	36	21	57	200
3 children	19	20	39	9	2	11	50
4 children	10	6	16	0	1	1	17
>4 children	3	3	6	1	1	2	8
Total	133	190	323	55	39	94	417

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
1 child	32%	40%	37%	16%	36%	24%	34%
2 children	44%	45%	44%	65%	54%	61%	48%
3 children	14%	11%	12%	16%	5%	12%	12%
4 children	8%	3%	5%	0%	3%	1%	4%
>4 children	2%	2%	2%	2%	3%	2%	2%
Total	100%	100%	100%	100%	100%	100%	100%

Most of the survey respondents' families have 1-2 children. Forty-four percent (44%) of staff respondent families and 61% of academic respondent families have two children. Thirty-seven percent (37%) of staff and 24% of academic respondents' families have one child.

Chart 38 - Age(s) of child(ren)

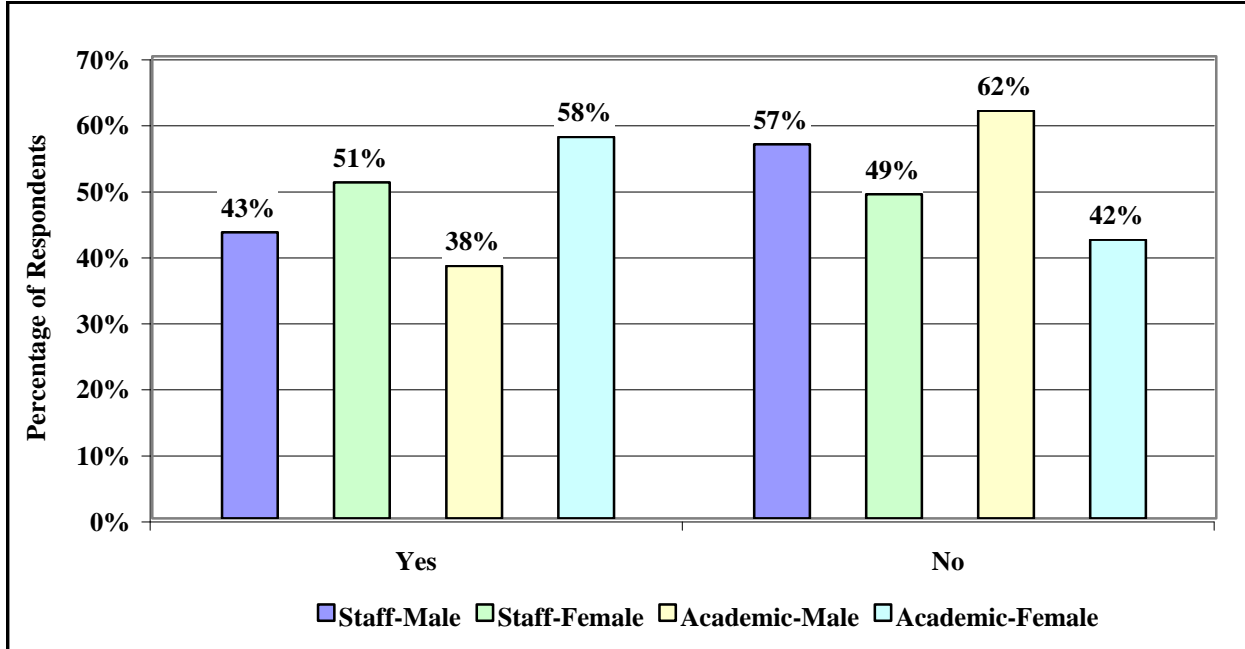


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<1 year	19	18	37	4	3	7	44
1-2 years	15	7	22	5	0	5	27
3-4 years	29	31	60	16	12	28	88
5-7 years	36	33	69	13	14	27	96
8-10 years	36	64	100	16	10	26	126
11-15 years	53	92	145	25	12	37	182
16-18 years	23	56	79	18	13	31	110
>18 years	36	55	91	16	6	22	113
Total	247	356	603	113	70	183	786

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<1 year	8%	5%	6%	4%	4%	4%	6%
1-2 years	6%	2%	4%	4%	0%	3%	3%
3-4 years	12%	9%	10%	14%	17%	15%	11%
5-7 years	15%	9%	11%	12%	20%	15%	12%
8-10 years	15%	18%	17%	14%	14%	14%	16%
11-15 years	21%	26%	24%	22%	17%	20%	23%
16-18 years	9%	16%	13%	16%	19%	17%	14%
>18 years	15%	15%	15%	14%	9%	12%	14%
Total	100%	100%	100%	100%	100%	100%	100%

The largest percentage (65%) of children of staff respondents and 66% of children of academic respondents are of school-age. Fifteen percent (15%) of the children of staff respondents and 12% of the children of academic respondents are older than 18 years old. Ten percent (10%) of the children of staff respondents and 7% of the children of academic respondents are infants.

Chart 39 - Is additional daycare provided by someone other than you or your spouse/partner?

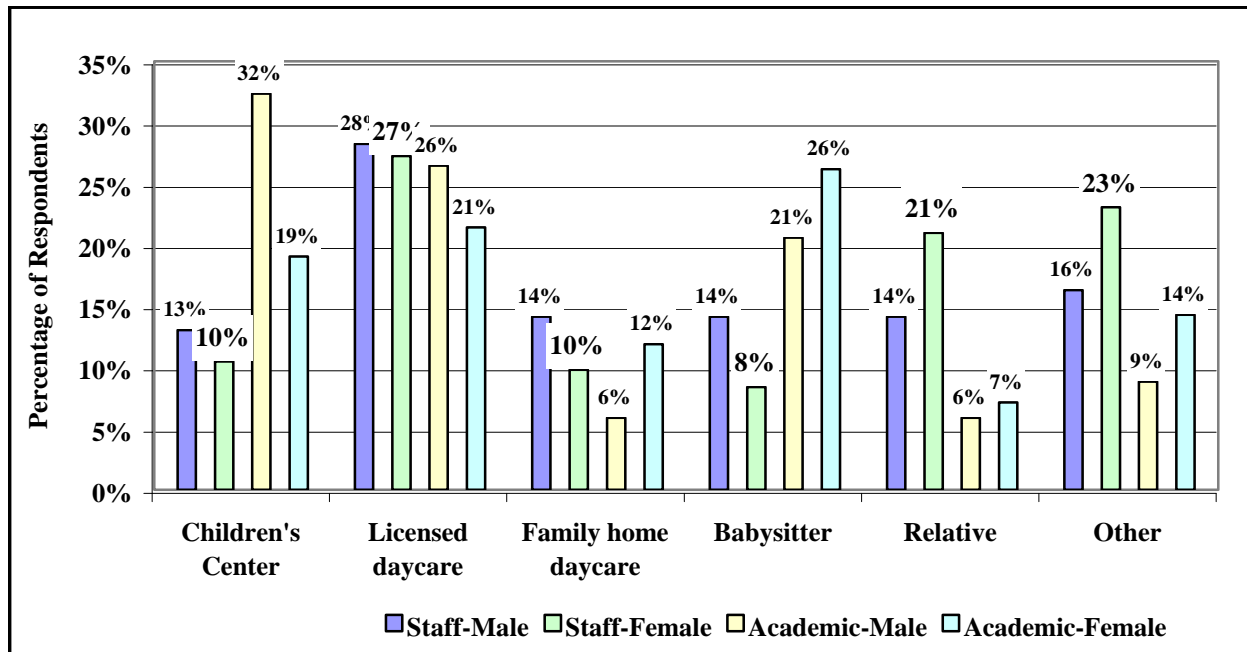


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	65	114	179	26	26	52	231
No	85	110	195	42	19	61	256
Total	150	224	374	68	45	113	487

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	43%	51%	48%	38%	58%	46%	47%
No	57%	49%	52%	62%	42%	54%	53%
Total	100%	100%	100%	100%	100%	100%	100%

A higher percentage of male respondents (57% of staff respondents and 62% of academic respondents) report *not* using outside daycare providers, while 51% of female staff respondents and 58% of academic female respondents report using outside daycare rather than caring for children themselves or by their spouse/partners.

Chart 40 - Who provides this service?



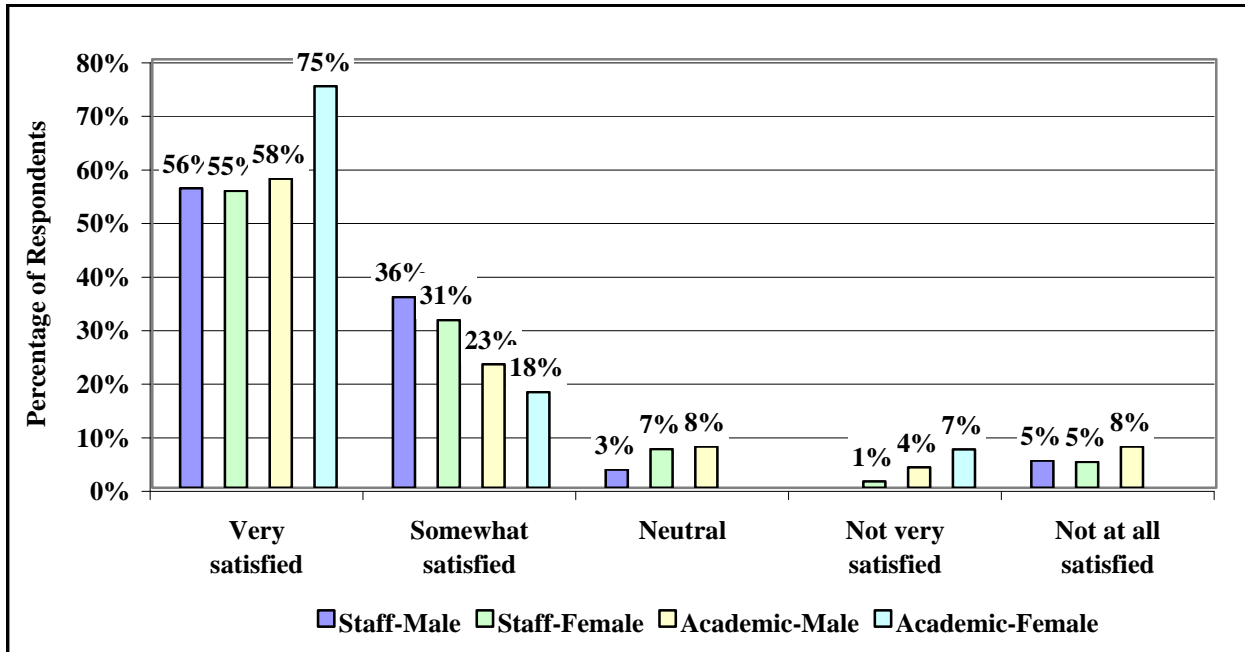
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Orfalea Family Children's Ctr	12	15	27	11	8	19	46
Licensed daycare center	26	39	65	9	9	18	83
Family home daycare	13	14	27	2	5	7	34
Babysitter	13	12	25	7	11	18	43
Relative	13	30	43	2	3	5	48
Other	15	33	48	3	6	9	57
Total	92	143	235	34	42	76	311

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Orfalea Family Children's Ctr	13%	10%	11%	32%	19%	25%	15%
Licensed daycare center	28%	27%	28%	26%	21%	24%	27%
Family home daycare	14%	10%	11%	6%	12%	9%	11%
Babysitter	14%	8%	11%	21%	26%	24%	14%
Relative	14%	21%	18%	6%	7%	7%	15%
Other	16%	23%	20%	9%	14%	12%	18%
Total	100%	100%	100%	100%	100%	100%	100%

Half (50%) of staff respondents and 58% of academic respondents report that their childcare is provided by licensed daycare centers. Forty-nine percent (49%) of staff parents and 43% of academic parents use babysitters, relatives, or other forms of childcare.

* Note: Licensed daycare centers include Orfalea Family Children's Center, licensed daycare center, and family home daycare center.

Chart 41 - Satisfaction level with childcare provided by Orfalea Family Children's Center, licensed daycare facility, or family home daycare center

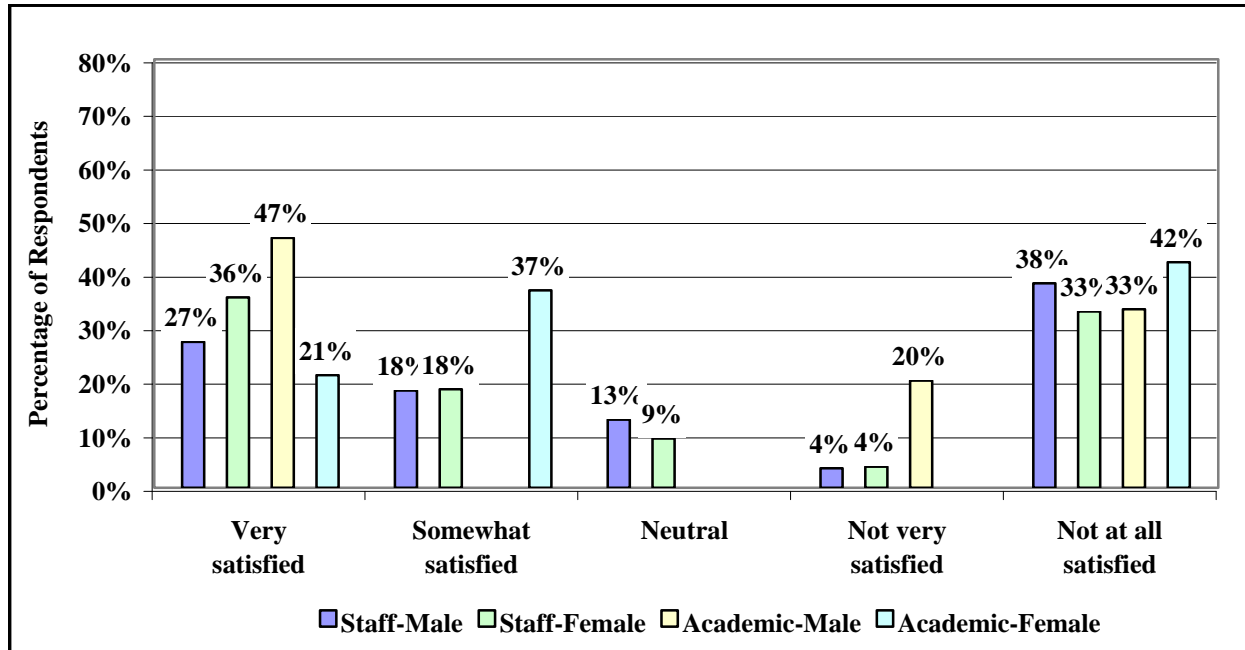


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Very satisfied	33	46	79	15	21	36	115
Somewhat satisfied	21	26	47	6	5	11	58
Neutral	2	6	8	2		2	10
Not very satisfied		1	1	1	2	3	4
Not at all satisfied	3	4	7	2		2	9
Total	59	83	142	26	28	54	196

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Very satisfied	56%	55%	56%	58%	75%	67%	59%
Somewhat satisfied	36%	31%	33%	23%	18%	20%	30%
Neutral	3%	7%	6%	8%	0%	4%	5%
Not very satisfied	0%	1%	1%	4%	7%	6%	2%
Not at all satisfied	5%	5%	5%	8%	0%	4%	5%
Total	100%	100%	100%	100%	100%	100%	100%

More than half of staff (56%) and 67% of academic parent respondents report being "very satisfied" with licensed childcare providers.

Chart 42 - Satisfaction level with childcare provided by relatives or babysitters

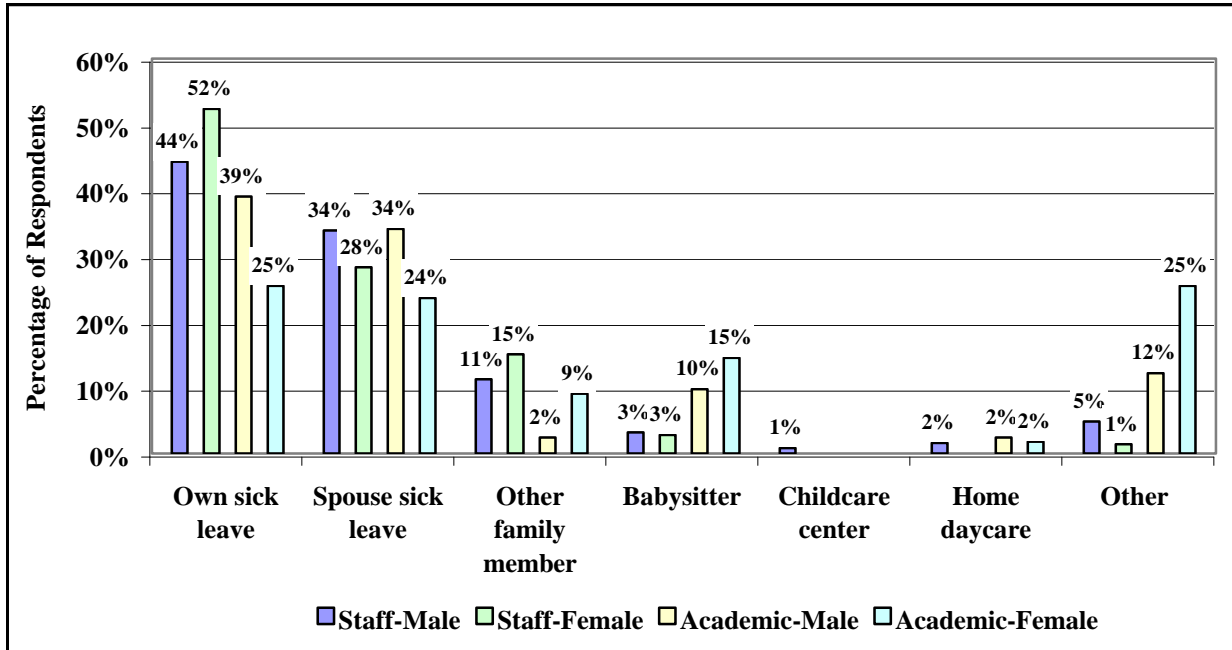


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Very satisfied	15	27	42	7	4	11	53
Somewhat satisfied	10	14	24		7	7	31
Neutral	7	7	14				14
Not very satisfied	2	3	5	3		3	8
Not at all satisfied	21	25	46	5	8	13	59
Total	55	76	131	15	19	34	165

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Very satisfied	27%	36%	32%	47%	21%	32%	32%
Somewhat satisfied	18%	18%	18%	0%	37%	21%	19%
Neutral	13%	9%	11%	0%	0%	0%	8%
Not very satisfied	4%	4%	4%	20%	0%	9%	5%
Not at all satisfied	38%	33%	35%	33%	42%	38%	36%
Total	100%	100%	100%	100%	100%	100%	100%

The results indicate that there are strong feelings both for and against childcare provided by relatives or babysitters. Thirty-two percent (32%) of both academic and staff are "very satisfied" with childcare provided by non-professionals. Thirty-five percent (35%) of staff respondents and 38% of academic respondents are "not at all satisfied" with childcare provided by non-professionals.

Chart 43 - Who cares for your child when ill?



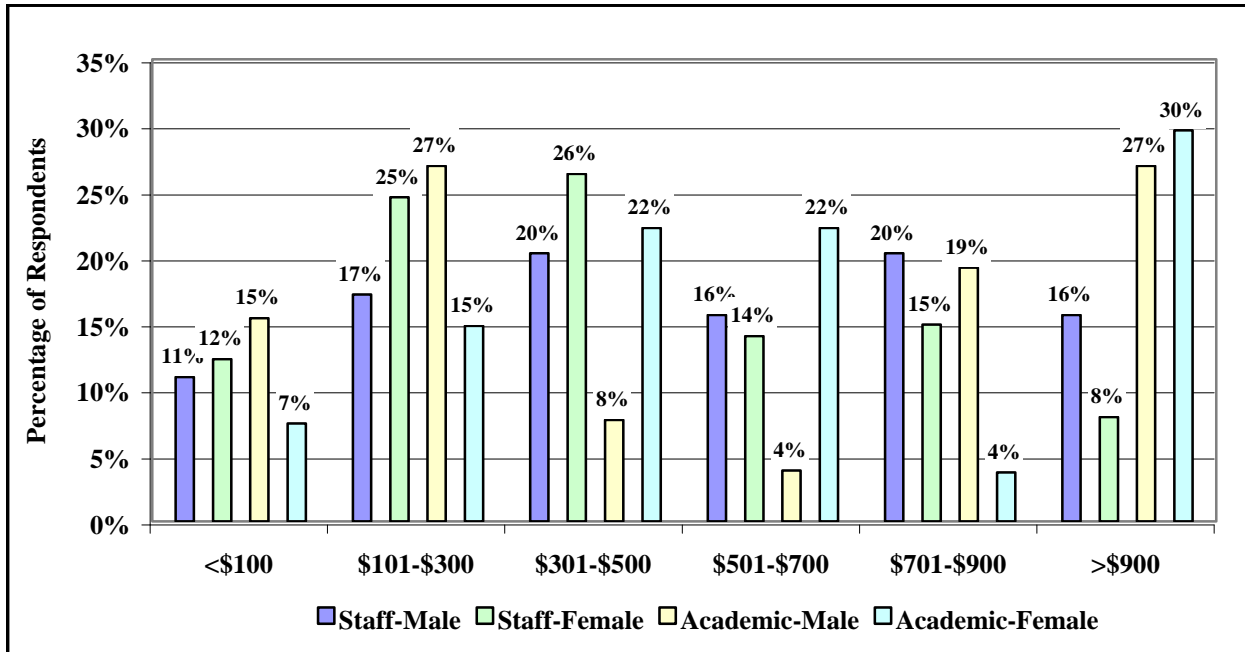
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
I will use sick leave	55	111	166	16	14	30	196
My spouse will use sick leave	42	60	102	14	13	27	129
Other family member	14	32	46	1	5	6	52
Babysitter	4	6	10	4	8	12	22
Childcare center	1		1				1
Home daycare center	2		2	1	1	2	4
Other	6	3	9	5	14	19	28
Total	124	212	336	41	55	96	432

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
I will use sick leave	44%	52%	49%	39%	25%	31%	45%
My spouse will use sick leave	34%	28%	30%	34%	24%	28%	30%

Other family member	11%	15%	14%	2%	9%	6%	12%
Babysitter	3%	3%	3%	10%	15%	13%	5%
Childcare center	1%	0%	0%	0%	0%	0%	0%
Home daycare center	2%	0%	1%	2%	2%	2%	1%
Other	5%	1%	3%	12%	25%	20%	6%
Total	100%	100%	100%	100%	100%	100%	100%

Sick childcare remains a work/life issue on campus, as 79% of staff respondents and 59% of academic respondents use personal sick leave (their own or spouses) to care for ill children.

Chart 44 - Monthly childcare costs

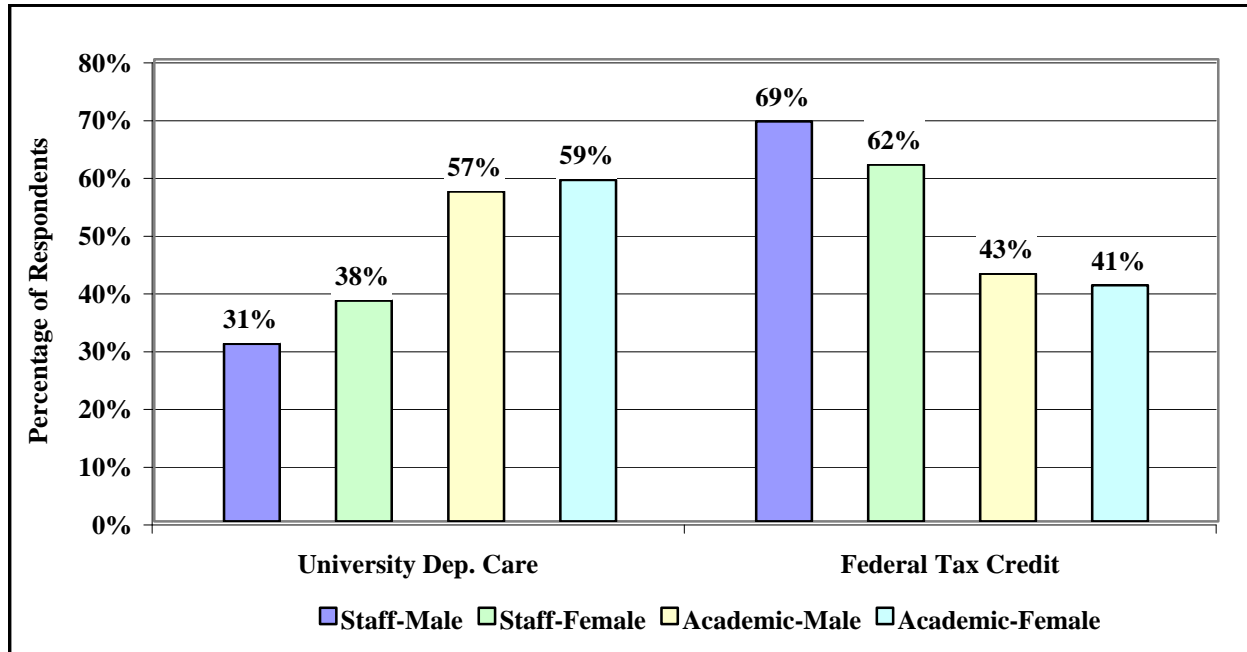


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<\$100	7	14	21	4	2	6	27
\$101-\$300	11	28	39	7	4	11	50
\$301-\$500	13	30	43	2	6	8	51
\$501-\$700	10	16	26	1	6	7	33
\$701-\$900	13	17	30	5	1	6	36
>\$900	10	9	19	7	8	15	34
Total	64	114	178	26	27	53	231

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<\$100	11%	12%	12%	15%	7%	11%	12%
\$101-\$300	17%	25%	22%	27%	15%	21%	22%
\$301-\$500	20%	26%	24%	8%	22%	15%	22%
\$501-\$700	16%	14%	15%	4%	22%	13%	14%
\$701-\$900	20%	15%	17%	19%	4%	11%	16%
>\$900	16%	8%	11%	27%	30%	28%	15%
Total	100%	100%	100%	100%	100%	100%	100%

Almost half (46%) of staff respondents and 36% of academic respondents pay between \$100-500 in childcare per month. A greater percentage (39%) of academic respondents than staff respondents (28%) pay more than \$700/month on childcare.

Chart 45 - Do you use university or federal tax credit for childcare?

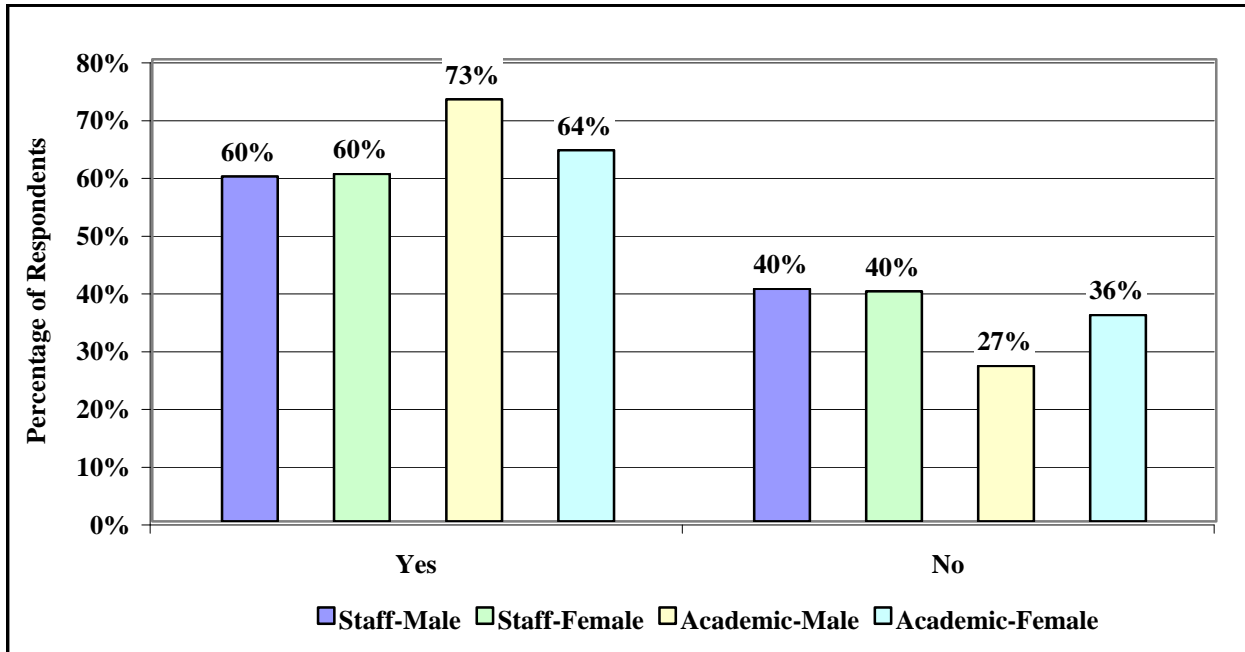


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
University Dep. Care	16	34	50	12	13	25	75
Federal Tax Credit	36	55	91	9	9	18	109
Total	52	89	141	21	22	43	184

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
University Dep. Care	31%	38%	35%	57%	59%	58%	41%
Federal Tax Credit	69%	62%	65%	43%	41%	42%	59%
Total	100%	100%	100%	100%	100%	100%	100%

Sixty-five percent (65%) percent of staff respondents and 42% of academic respondents use the federal tax credit. Thirty-five percent (35%) of staff respondents and 58% of academic respondents use the University Dependent Care program.

Chart 46 - Would it be helpful to have a UCSB office to help find childcare?



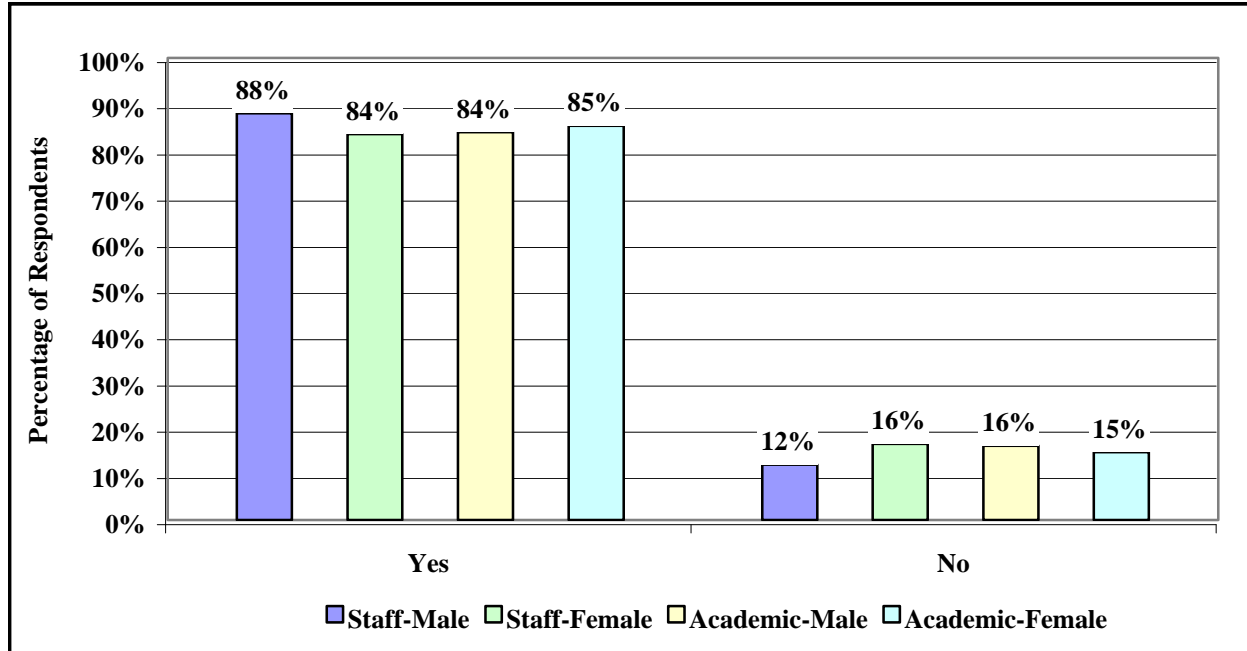
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	40	71	111	19	18	37	148
No	27	47	74	7	10	17	91
Total	67	118	185	26	28	54	239

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	60%	60%	60%	73%	64%	69%	62%
No	40%	40%	40%	27%	36%	31%	38%
Total	100%	100%	100%	100%	100%	100%	100%

Sixty percent (60%) of staff respondents and 69% of academic respondents thought that a UCSB office to assist with childcare would be helpful.

5.9 Elder care

Chart 47 - Are your parent(s) or in-law(s) still living?

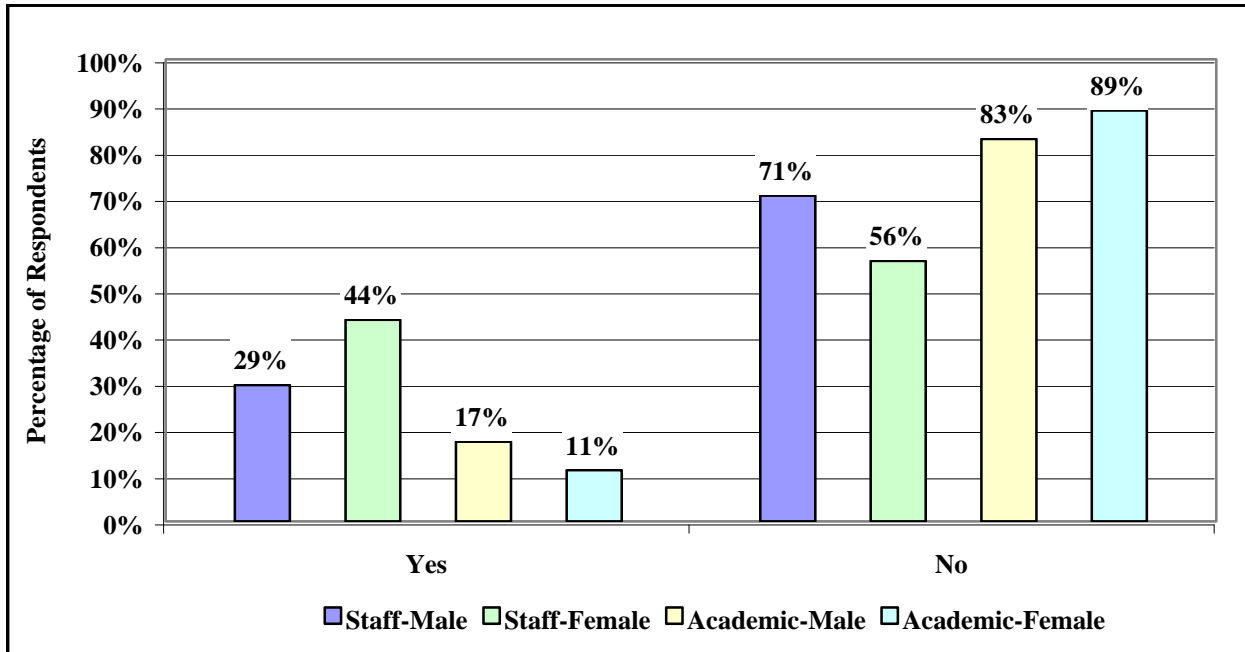


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	353	635	988	120	99	219	1,207
No	48	125	173	23	17	40	213
Total	401	760	1,161	143	116	259	1,420

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	88%	84%	85%	84%	85%	85%	85%
No	12%	16%	15%	16%	15%	15%	15%
Total	100%	100%	100%	100%	100%	100%	100%

Eighty-five percent (85%) of staff and academic respondents have living parent(s) or in-law(s).

Chart 48 - Do your parent(s) or in-law(s) live in the community?

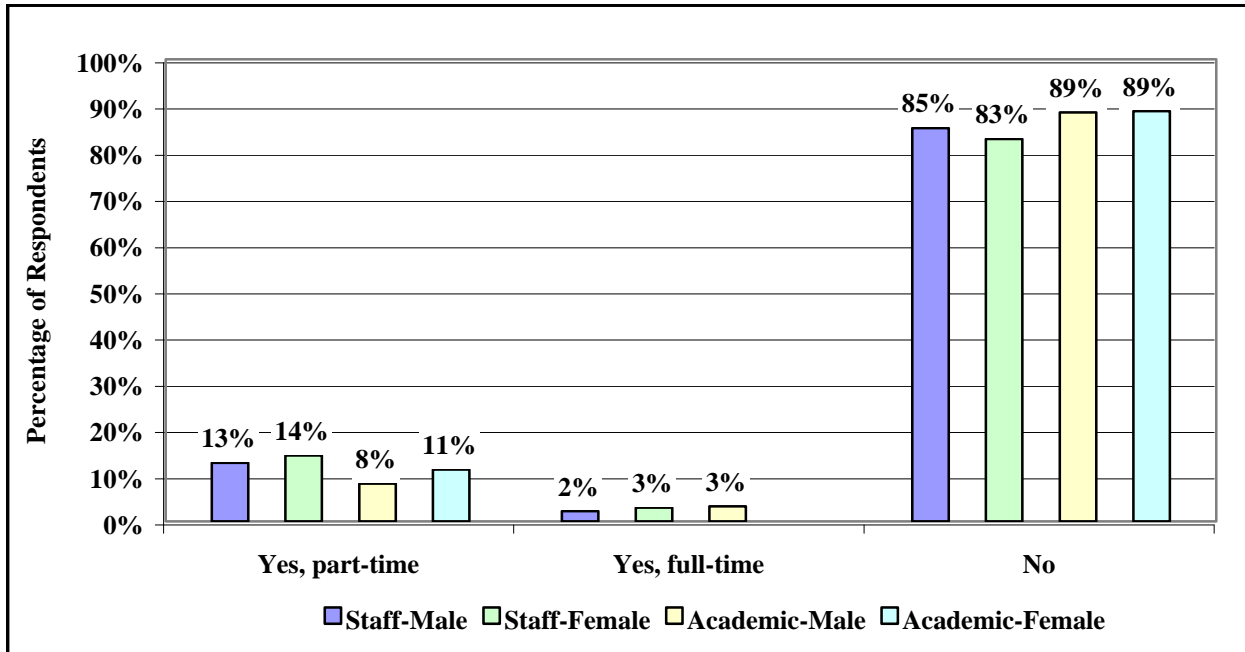


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	105	280	385	21	11	32	417
No	251	362	613	101	88	189	802
Total	356	642	998	122	99	221	1,219

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	29%	44%	39%	17%	11%	14%	34%
No	71%	56%	61%	83%	89%	86%	66%
Total	100%	100%	100%	100%	100%	100%	100%

Thirty-nine percent (39%) of staff respondents' parents or in-law(s) and 14% of academic respondents' parents or in-law(s) live in Santa Barbara.

Chart 49 - Do you provide part-time/full-time care for your parent(s) or in-law(s)?

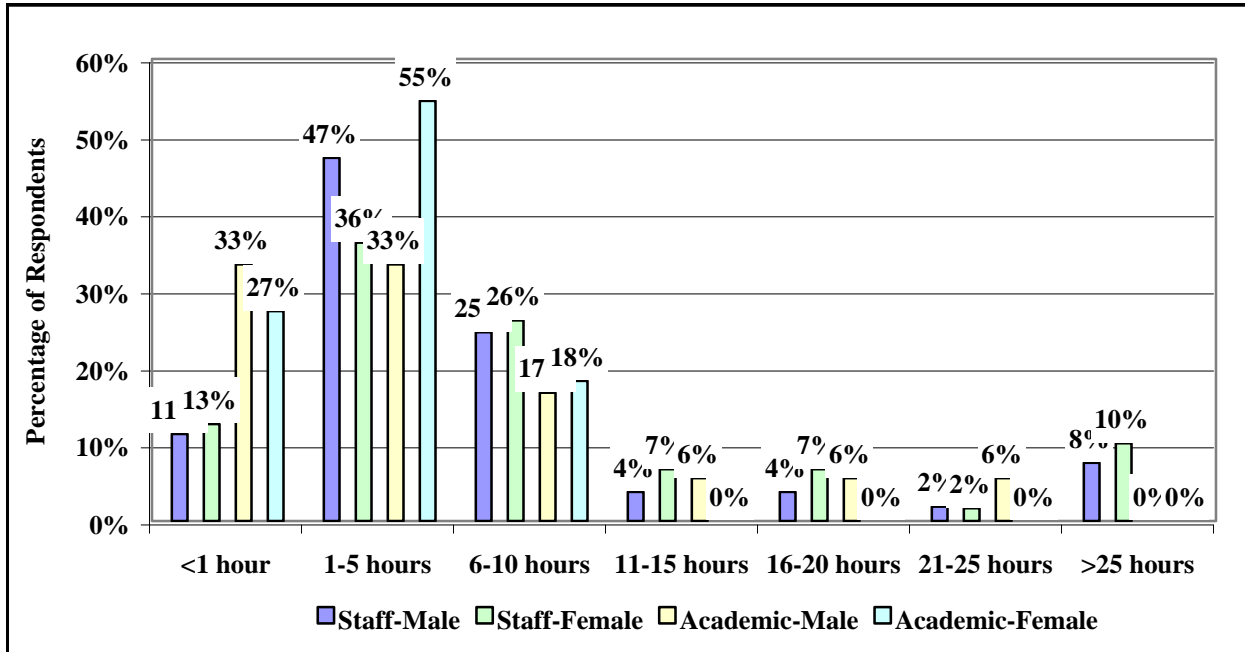


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes, part-time	45	91	136	10	11	21	157
Yes, full-time	8	19	27	4		4	31
No	303	529	832	108	87	195	1,027
Total	356	639	995	122	98	220	1,215

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes, part-time	13%	14%	14%	8%	11%	10%	13%
Yes, full-time	2%	3%	3%	3%	0%	2%	3%
No	85%	83%	84%	89%	89%	89%	85%
Total	100%	100%	100%	100%	100%	100%	100%

Seventeen percent (17%) of staff respondents and 12% of academic respondents provide part-time or full-time care for their parents.

Chart 50 - How many hours a week do you spend caring for your parent(s) or in-law(s)?

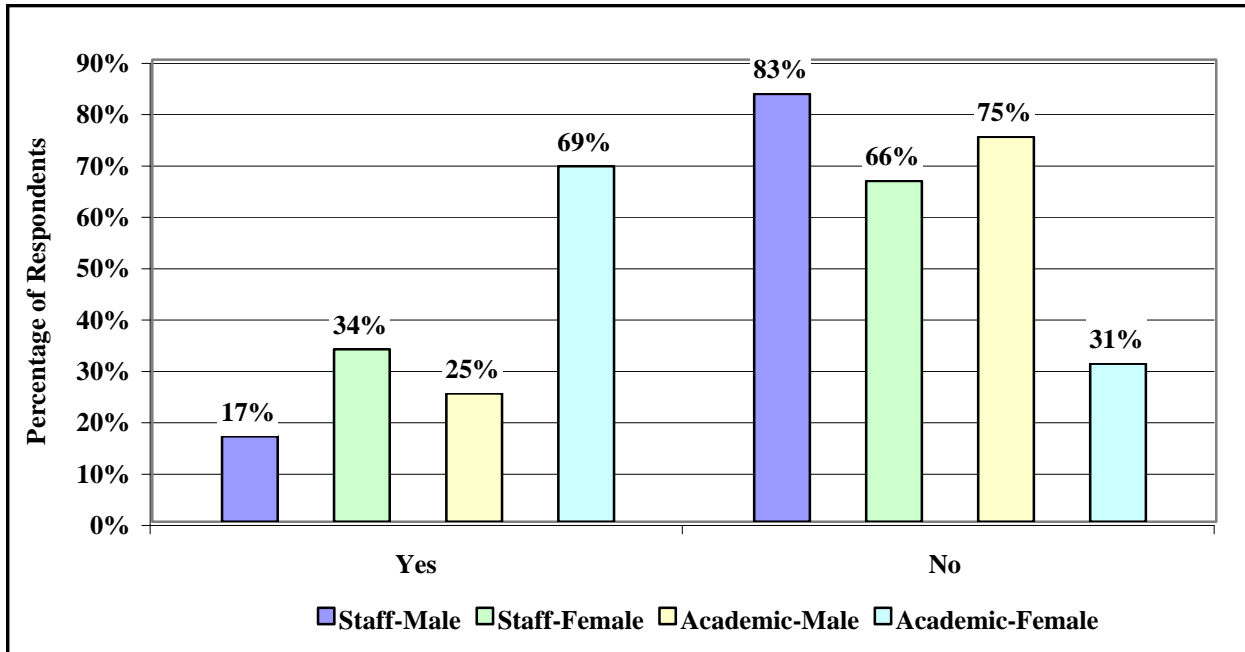


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<1 hour	6	15	21	6	3	9	30
1-5 hours	25	43	68	6	6	12	80
6-10 hours	13	31	44	3	2	5	49
11-15 hours	2	8	10	1	0	1	11
16-20 hours	2	8	10	1	0	1	11
21-25 hours	1	2	3	1	0	1	4
>25 hours	4	12	16	0	0	0	16
Total	53	119	172	18	11	29	201

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<1 hour	11%	13%	12%	33%	27%	31%	15%
1-5 hours	47%	36%	40%	33%	55%	41%	40%
6-10 hours	25%	26%	26%	17%	18%	17%	24%
11-15 hours	4%	7%	6%	6%	0%	3%	5%
16-20 hours	4%	7%	6%	6%	0%	3%	5%
21-25 hours	2%	2%	2%	6%	0%	3%	2%
>25 hours	8%	10%	9%	0%	0%	0%	8%
Total	100%	100%	100%	100%	100%	100%	100%

Over three-quarters of staff respondents (78%) and 89% of academic respondents spend up to 10 hours per week caring for their parents. Twelve percent (12%) of staff respondents and 6% of academic respondents spend between 11-20 hours per week caring for their parents. Eleven percent (11%) of staff respondents and 3% of academic respondents spend over 20 hours per week caring for their parents.

Chart 51 - Have you hired any outside agencies to assist with caring for your parent(s) or in-law(s)?



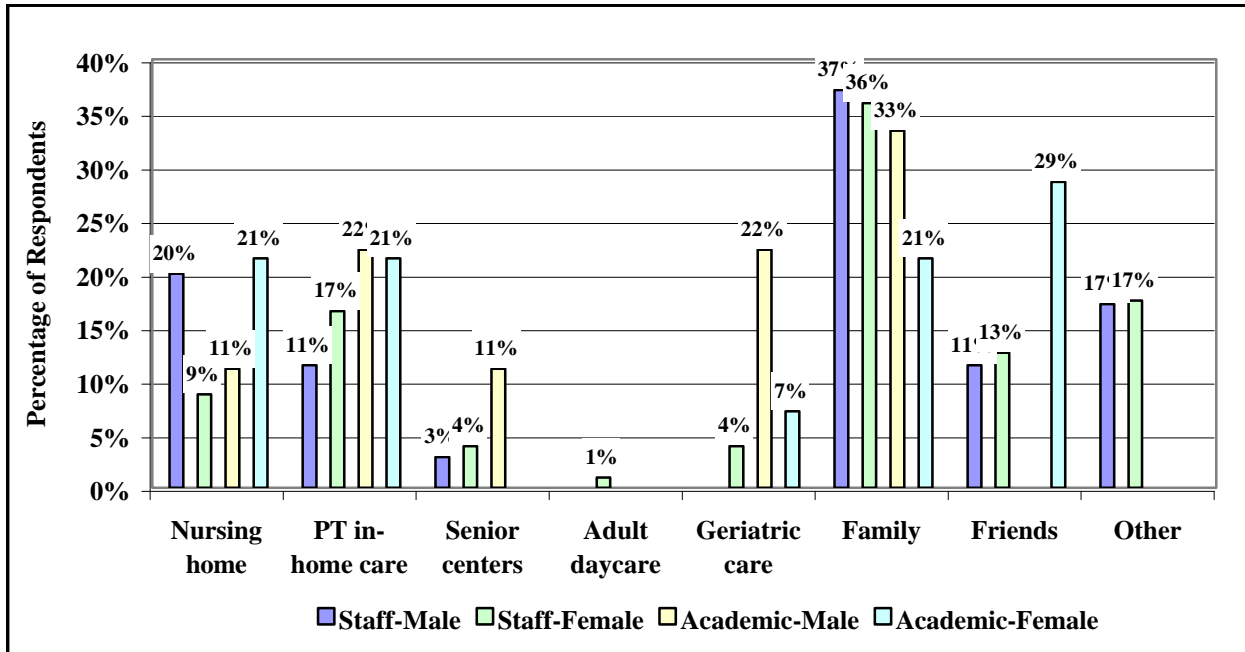
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	10	43	53	5	9	14	67
No	50	85	135	15	4	19	154
Total	60	128	188	20	13	33	221

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	17%	34%	28%	25%	69%	42%	30%
No	83%	66%	72%	75%	31%	58%	70%
Total	100%	100%	100%	100%	100%	100%	100%

Twenty-eight percent (28%) of staff respondents and 42% of academic respondents have hired outside agencies to assist with elder caregiving.

* Note: 1,408 respondents answered "N/A" and are omitted from graph.

Chart 52- Who provides this care?

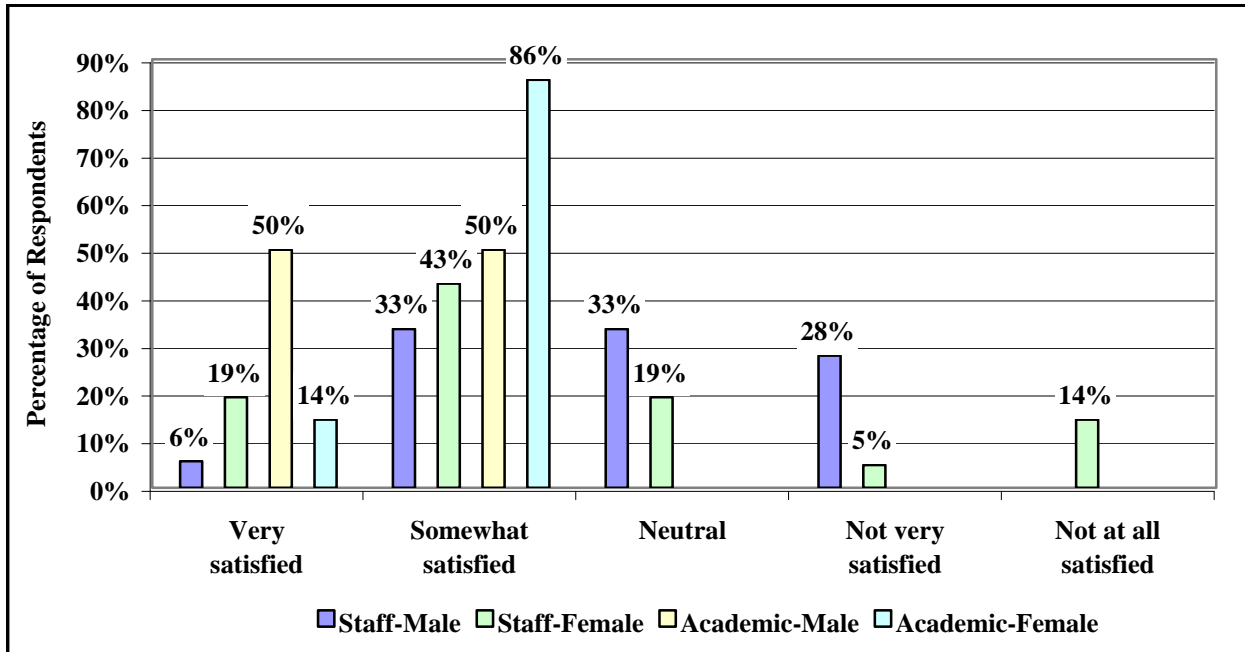


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Nursing home	7	9	16	1	3	4	20
Part-time in-home care	4	17	21	2	3	5	26
Senior centers	1	4	5	1		1	6
Adult daycare center		1	1				1
Geriatric care		4	4	2	1	3	7
Family	13	37	50	3	3	6	56
Friends	4	13	17		4	4	21
Other	6	18	24				24
Total	35	103	138	9	14	23	161

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Nursing home	20%	9%	12%	11%	21%	17%	12%
Part-time in-home care	11%	17%	15%	22%	21%	22%	16%
Senior centers	3%	4%	4%	11%	0%	4%	4%
Adult daycare center	0%	1%	1%	0%	0%	0%	1%
Geriatric care	0%	4%	3%	22%	7%	13%	4%
Family	37%	36%	36%	33%	21%	26%	35%
Friends	11%	13%	12%	0%	29%	17%	13%
Other	17%	17%	17%	0%	0%	0%	15%
Total	100%	100%	100%	100%	100%	100%	100%

Most care is provided by family members or part-time in-home care workers. Over a third (36%) of staff respondents and 26% of academic respondents care for their parent(s) themselves. Fifteen percent (15%) of staff respondents and 22% of academic respondents hire part-time in-home care workers.

Chart 53 - Satisfaction with elder care provided by family or friends

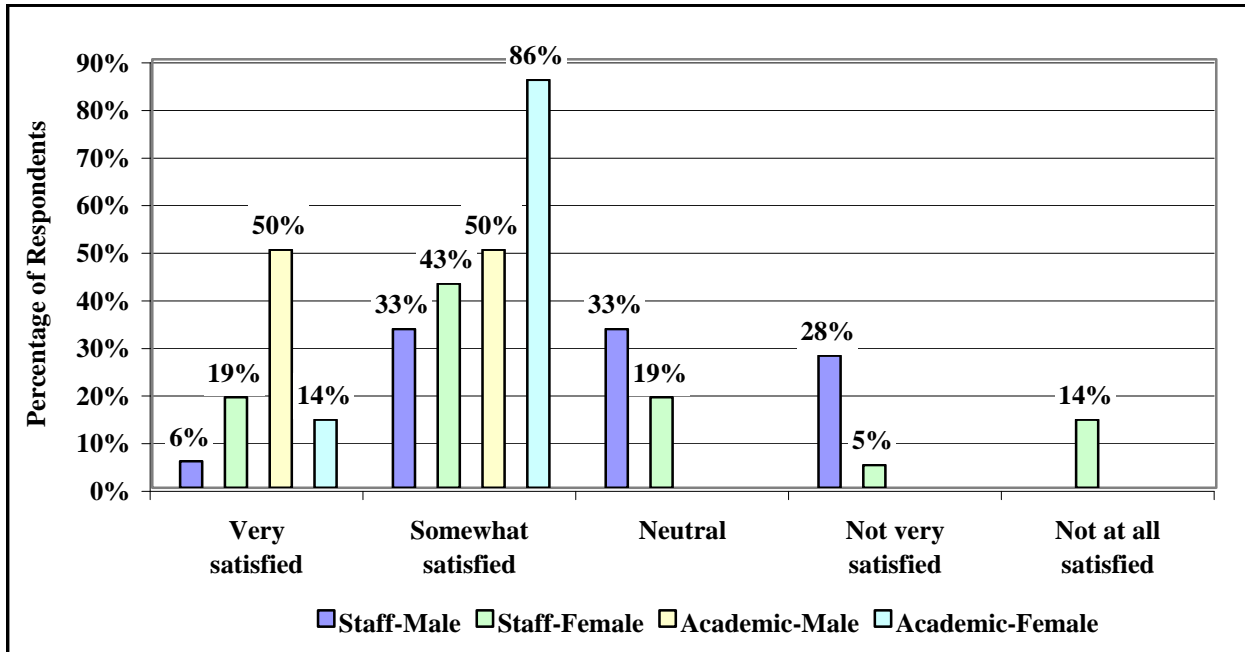


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Very satisfied	1	8	9	3	1	4	13
Somewhat satisfied	6	18	24	3	6	9	33
Neutral	6	8	14				14
Not very satisfied	5	2	7				7
Not at all satisfied		6	6				6
Total	18	42	60	6	7	13	73

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Very satisfied	6%	19%	15%	50%	14%	31%	18%
Somewhat satisfied	33%	43%	40%	50%	86%	69%	45%
Neutral	33%	19%	23%	0%	0%	0%	19%
Not very satisfied	28%	5%	12%	0%	0%	0%	10%
Not at all satisfied	0%	14%	10%	0%	0%	0%	8%
Total	100%	100%	100%	100%	100%	100%	100%

All academic and over half (55%) of staff respondents are "very satisfied" to "somewhat satisfied" with the elder care provided by family/friends. However, 22% of staff respondents report being "not very satisfied" or "not at all satisfied" with care provided by family/friends.

Chart 54 - Satisfaction with elder care provided by nursing home, in-home nursing staff, senior/day care centers or care manager

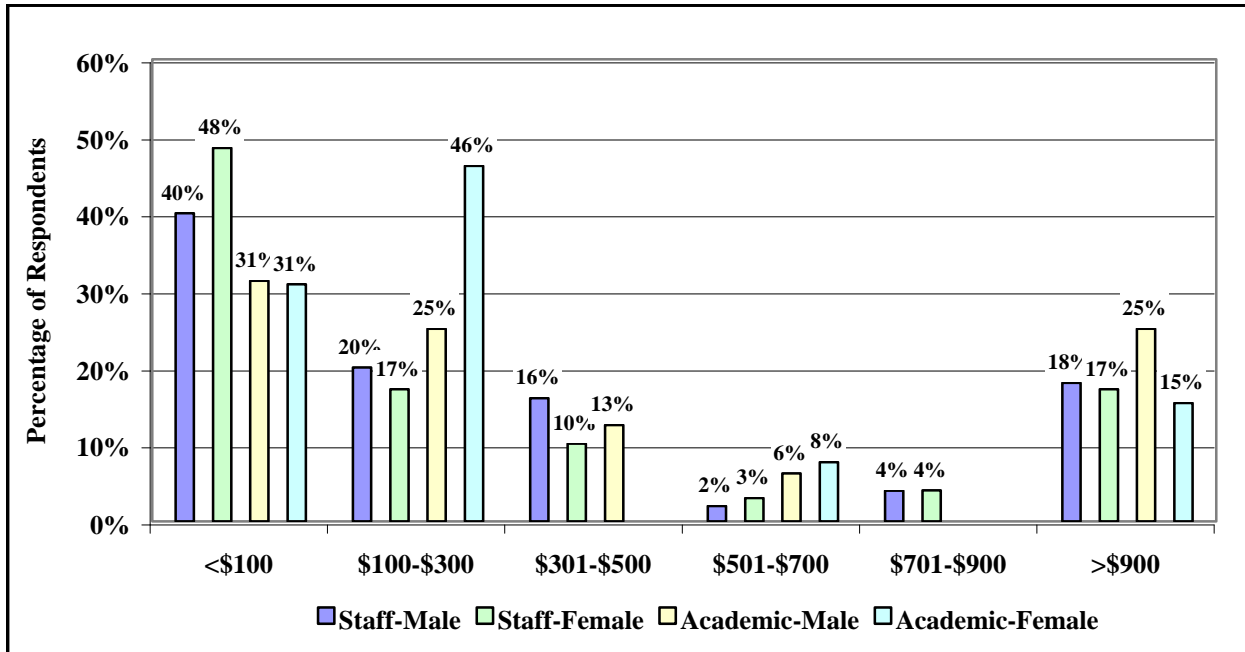


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Very satisfied	1	8	9	3	1	4	13
Somewhat satisfied	6	18	24	3	6	9	33
Neutral	6	8	14				14
Not very satisfied	5	2	7				7
Not at all satisfied		6	6				6
Total	18	42	60	6	7	13	73

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Very satisfied	6%	19%	15%	50%	14%	31%	18%
Somewhat satisfied	33%	43%	40%	50%	86%	69%	45%
Neutral	33%	19%	23%	0%	0%	0%	19%
Not very satisfied	28%	5%	12%	0%	0%	0%	10%
Not at all satisfied	0%	14%	10%	0%	0%	0%	8%
Total	100%	100%	100%	100%	100%	100%	100%

All academic respondents were satisfied with the elder care options provided by outside agencies. Over half (55%) of staff respondents were "somewhat satisfied" or "very satisfied" with elder care provided by outside agencies. Staff respondents were the only group (22%) to report being "not very satisfied" or "not at all satisfied" with care provided by outside agencies.

Chart 55 - Monthly elder care costs

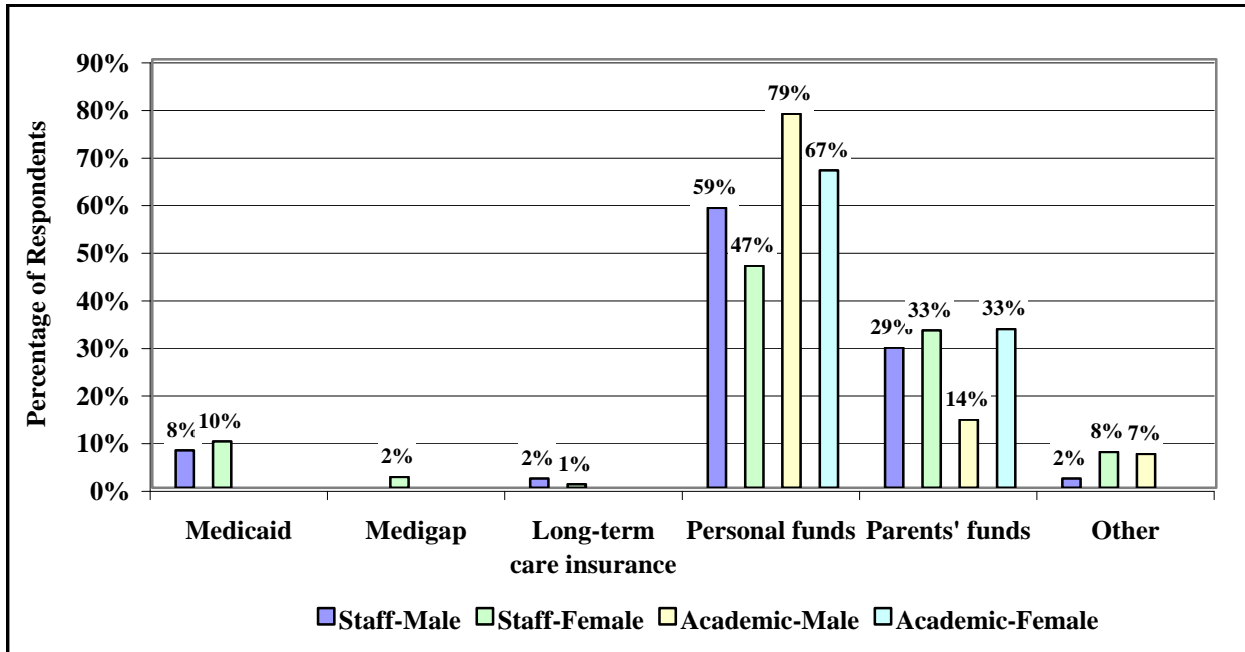


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<\$100	20	48	68	5	4	9	77
\$100-\$300	10	17	27	4	6	10	37
\$301-\$500	8	10	18	2		2	20
\$501-\$700	1	3	4	1	1	2	6
\$701-\$900	2	4	6				6
>\$900	9	17	26	4	2	6	32
Total	50	99	149	16	13	29	178

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
<\$100	40%	48%	46%	31%	31%	31%	43%
\$100-\$300	20%	17%	18%	25%	46%	34%	21%
\$301-\$500	16%	10%	12%	13%	0%	7%	11%
\$501-\$700	2%	3%	3%	6%	8%	7%	3%
\$701-\$900	4%	4%	4%	0%	0%	0%	3%
>\$900	18%	17%	17%	25%	15%	21%	18%
Total	100%	100%	100%	100%	100%	100%	100%

Forty-six percent (46%) of staff respondents and 31% of academic respondents pay less than \$100/month on elder care costs. Thirty percent (30%) of staff respondents and 41% of academic respondents pay between \$100-\$500/month on elder care costs. Seventeen percent (17%) of staff respondents and 21% of academic respondents pay more than \$900/month on elder care costs.

Chart 56 - How do you pay for elder care costs?

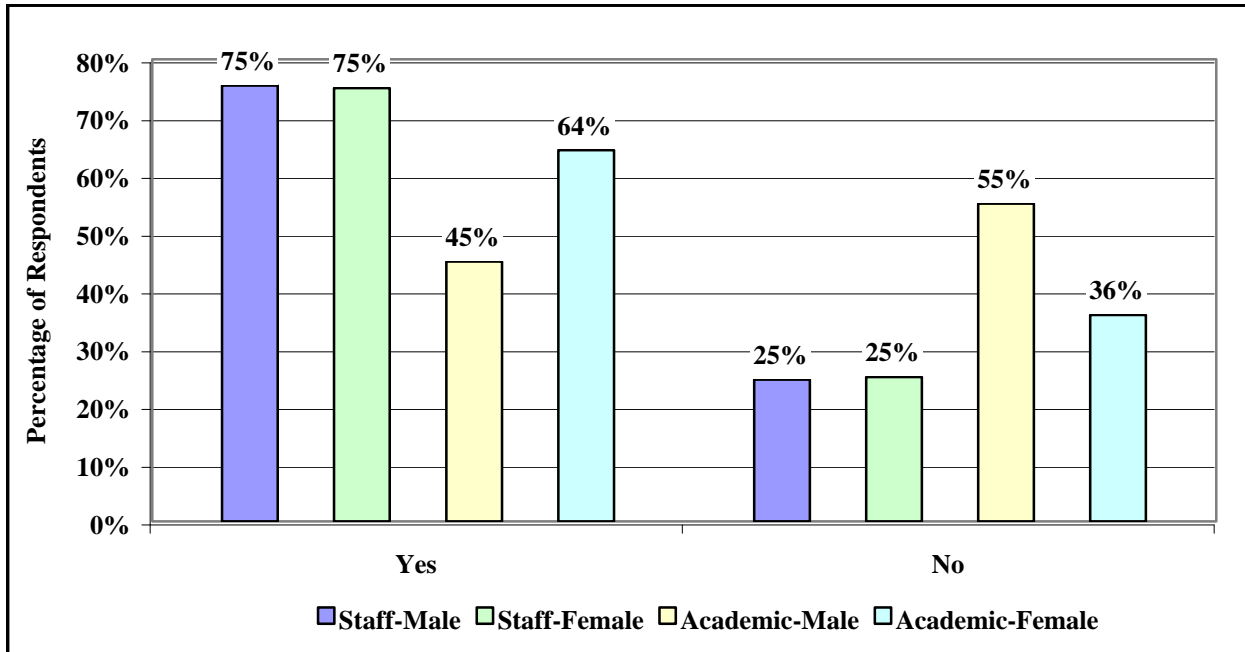


	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Medicaid	4	13	17				17
Medigap		3	3				3
Long-term care insurance	1	1	2				2
Personal funds	30	62	92	11	8	19	111
Parents' funds	15	44	59	2	4	6	65
Other	1	10	11	1		1	12
Total	51	133	184	14	12	26	210

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Medicaid	8%	10%	9%	0%	0%	0%	8%
Medigap	0%	2%	2%	0%	0%	0%	1%
Long-term care insurance	2%	1%	1%	0%	0%	0%	1%
Personal funds	59%	47%	50%	79%	67%	73%	53%
Parents' funds	29%	33%	32%	14%	33%	23%	31%
Other	2%	8%	6%	7%	0%	4%	6%
Total	100%	100%	100%	100%	100%	100%	100%

Most elder care costs are paid for out of personal funds. Half (50%) of staff respondents and almost three-quarters (73%) of academic respondents pay for elder care with their own personal funds. Thirty-two percent (32%) of staff respondents and 23% of academic respondents pay for elder care with their parents' funds.

Chart 57 - Would it be helpful to have a UCSB office to find elder care?



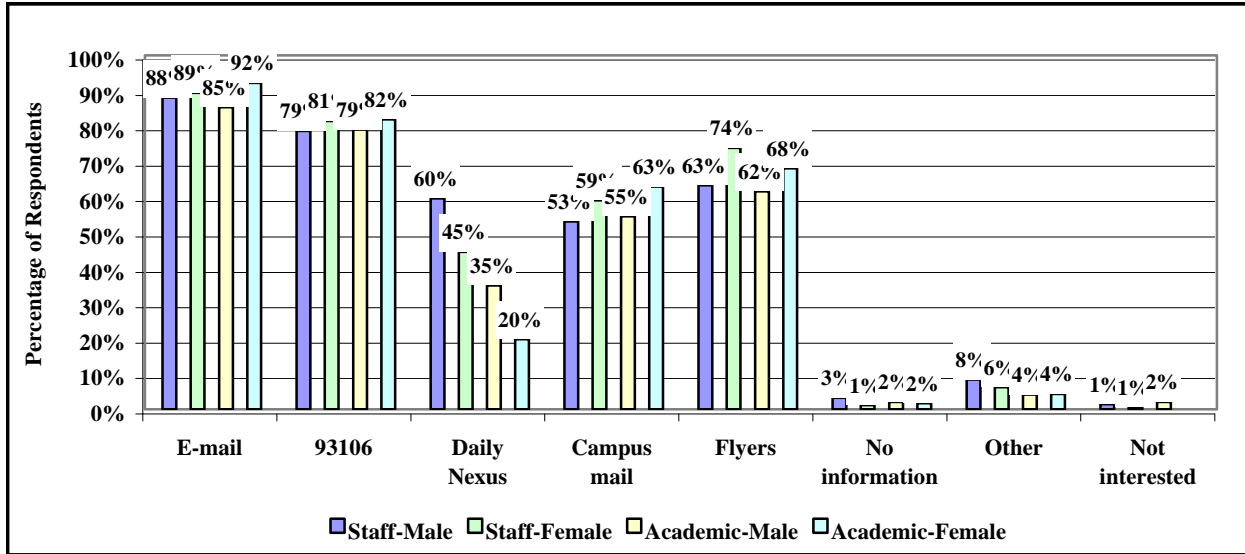
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	40	93	133	9	9	18	151
No	13	31	44	11	5	16	60
Total	53	124	177	20	14	34	211

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Yes	75%	75%	75%	45%	64%	53%	72%
No	25%	25%	25%	55%	36%	47%	28%
Total	100%	100%	100%	100%	100%	100%	100%

As with childcare, more survey respondents think that a UCSB office to assist with finding elder care would be helpful. Seventy-five percent (75%) of staff respondents and 53% of academic respondents thought that it would be helpful to have a UCSB office to assist with finding elder care services.

5.10 Campus Resources

Chart 58 - How do you get information about campus events?



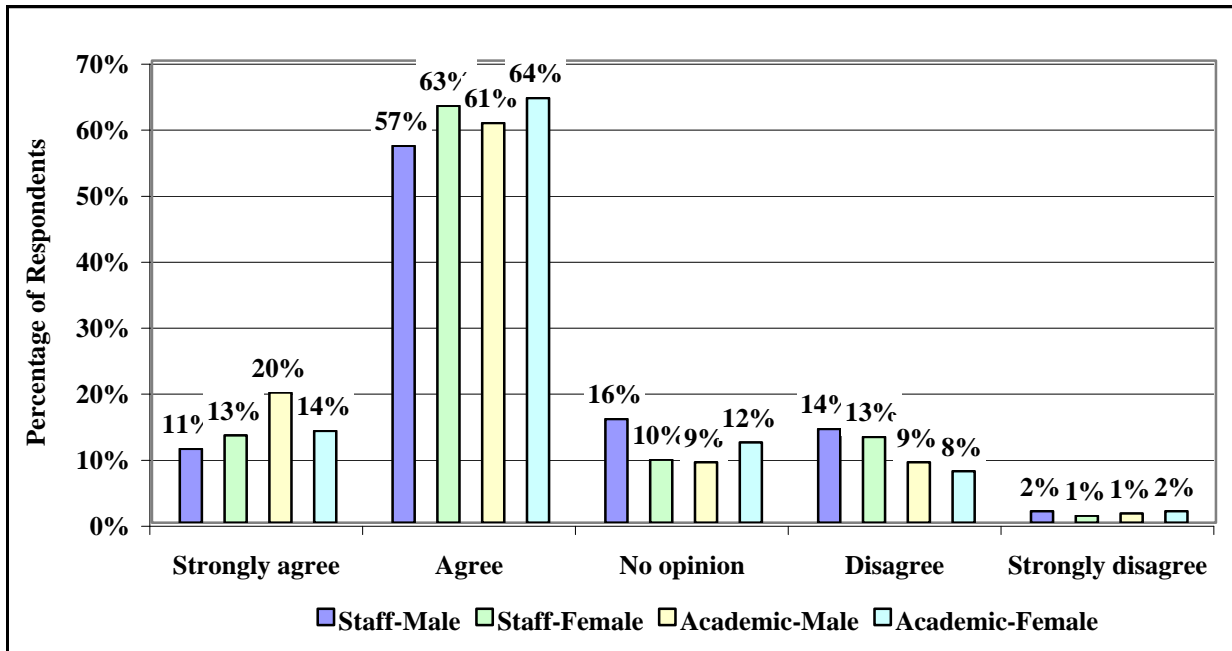
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
E-mail	355	685	1,040	122	107	229	1,269
93106 newspaper	317	624	941	113	95	208	1,149
Daily Nexus	240	341	581	50	23	73	654
Campus mail	214	452	666	78	73	151	817
Flyers	255	566	821	88	79	167	988
I don't get any information	13	9	22	3	2	5	27
Other	34	48	82	6	5	11	93
I'm not interested	6	4	10	3	0	3	13

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
E-mail	88%	89%	89%	85%	92%	88%	89%
93106 newspaper	79%	81%	80%	79%	82%	80%	80%
Daily Nexus	60%	45%	50%	35%	20%	28%	46%
Campus mail	53%	59%	57%	55%	63%	58%	57%
Flyers	63%	74%	70%	62%	68%	64%	69%
I don't get any information	3%	1%	2%	2%	2%	2%	2%
Other	8%	6%	7%	4%	4%	4%	7%
I'm not interested	1%	1%	1%	2%	0%	1%	1%

E-mail is the most prevalent way that survey respondents get information about campus events. The Faculty and Staff Newspaper, 93106, also serves as a popular way to find out about campus events. Over two-thirds of staff and academic survey respondents obtain information through flyers.

* Note: Respondents could select more than one campus resource; there were 403 male and 766 female staff, and 143 male and 116 female academic respondents. Percentages are derived by dividing the total # of choices (resources) by the total # of respondents.

Chart 59 - Are you informed about issues facing UCSB today?



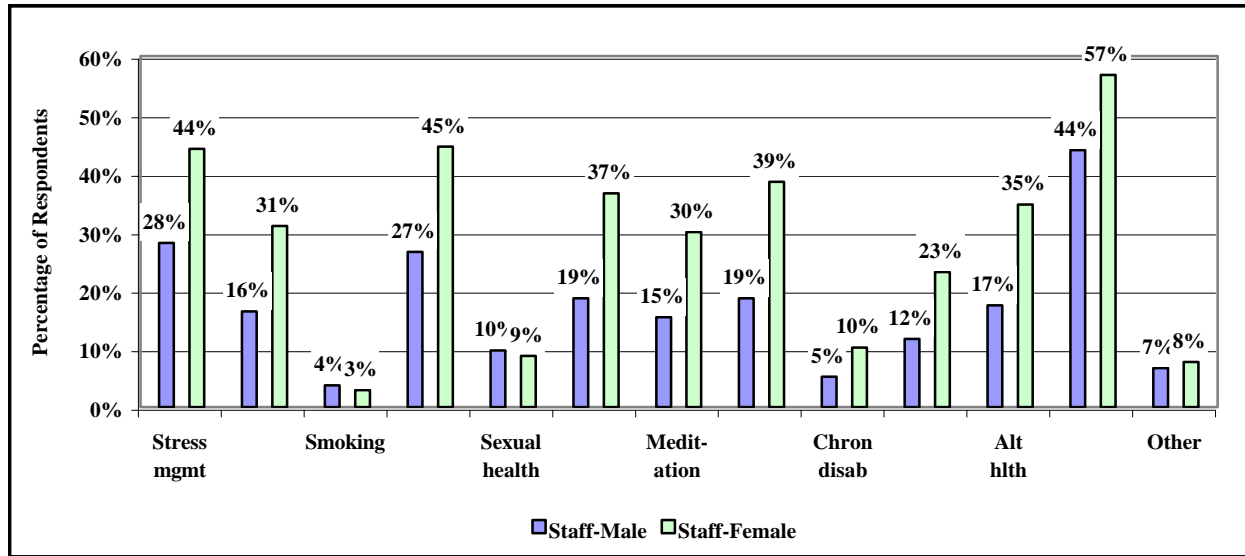
	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Strongly agree	45	101	146	28	16	44	190
Agree	229	482	711	86	74	160	871
No opinion	63	73	136	13	14	27	163
Disagree	57	99	156	13	9	22	178
Strongly disagree	7	8	15	2	2	4	19
Total	401	763	1,164	142	115	257	1,421

	Staff			Academic			Total
	Male	Female	Total	Male	Female	Total	
Strongly agree	11%	13%	13%	20%	14%	17%	13%
Agree	57%	63%	61%	61%	64%	62%	61%

No opinion	16%	10%	12%	9%	12%	11%	11%
Disagree	14%	13%	13%	9%	8%	9%	13%
Strongly disagree	2%	1%	1%	1%	2%	2%	1%
Total	100%	100%	100%	100%	100%	100%	100%

Almost three quarters (74% of staff and 79% of academics) feel that they are informed about issues facing UCSB today.

Chart 60- What UCSB sponsored classes are you interested in? (Staff results)



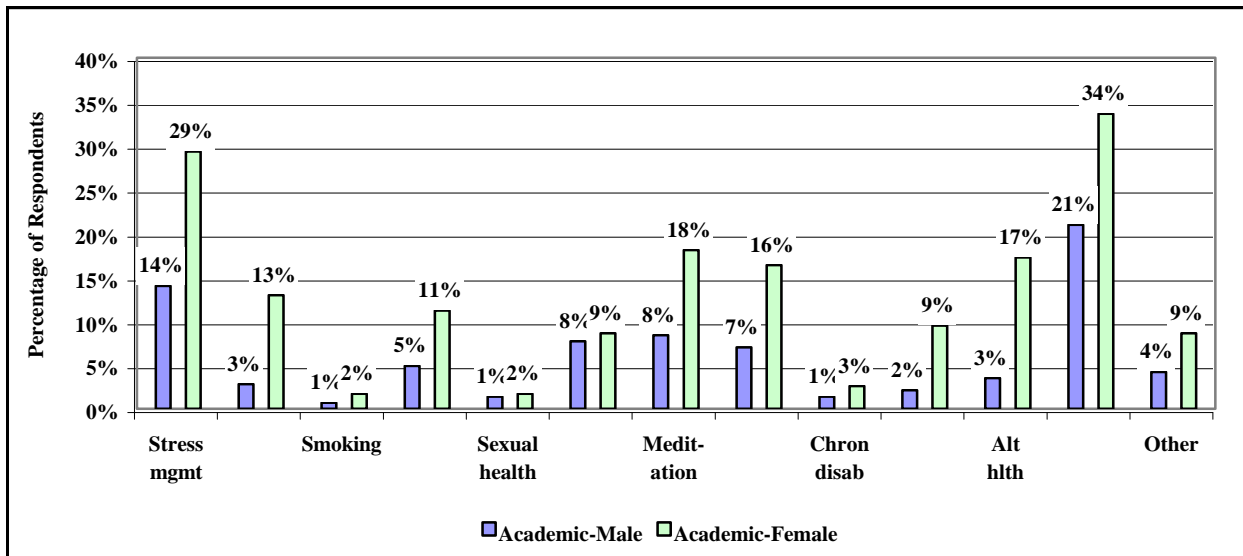
	Staff		
	Male	Female	Total
Stress management	113	338	451
Aging	66	237	303
Smoking cessation	15	22	37
Diet/nutrition	107	341	448
Sexual health	39	67	106
Weight management	75	280	355
Meditation	62	229	291
Emotional health	75	295	370
Chronic disability management	21	78	99
Spiritual health	47	177	224
Alternative health practice	70	265	335
Fitness/exercise	177	435	612
Other	27	59	86

	Staff		
	Male	Female	Total
Stress management	28%	44%	39%
Aging	16%	31%	26%
Smoking cessation	4%	3%	3%
Diet/nutrition	27%	45%	38%
Sexual health	10%	9%	9%
Weight management	19%	37%	30%
Meditation	15%	30%	25%
Emotional health	19%	39%	32%
Chronic disability management	5%	10%	8%
Spiritual health	12%	23%	19%
Alternative health practice	17%	35%	29%
Fitness/exercise	44%	57%	52%
Other	7%	8%	7%

Classes on fitness/exercise, stress management, and diet/nutrition were the topics that staff respondents expressed the highest interest in having UCSB sponsor.

* Note: Respondents could select more than one campus resource; there were 403 male and 766 female staff respondents. Percentages are derived by dividing the total # of choices (resources) by the total # of respondents.

Chart 61 - What UCSB sponsored classes are you interested in? (Academic results)



	Academic		
	Male	Female	Total
Stress management	20	34	54
Aging	4	15	19
Smoking cessation	1	2	3
Diet/nutrition	7	13	20
Sexual health	2	2	4
Weight management	11	10	21
Meditation	12	21	33
Emotional health	10	19	29
Chronic disability management	2	3	5
Spiritual health	3	11	14
Alternative health practice	5	20	25
Fitness/exercise	30	39	69
Other	6	10	16

	Academic		
	Male	Female	Total
Stress management	14%	29%	21%
Aging	3%	13%	7%
Smoking cessation	1%	2%	1%
Diet/nutrition	5%	11%	8%
Sexual health	1%	2%	2%
Weight management	8%	9%	8%
Meditation	8%	18%	13%
Emotional health	7%	16%	11%
Chronic disability management	1%	3%	2%
Spiritual health	2%	9%	5%
Alternative health practice	3%	17%	10%
Fitness/exercise	21%	34%	27%
Other	4%	9%	6%

Classes on fitness/exercise and stress management were the topics that academic respondents expressed the highest interest in having UCSB sponsor.

* Note: Respondents could select more than one campus resource; there were 143 male and 116 female academic respondents. Percentages are derived by dividing the total # of choices (resources) by the total # of respondents.

6. Major Themes of Survey

6.1 Is Work/Life a gender issue?

The survey results seem to indicate work/life issues are of more interest to females than males. Most of the respondents were full-time employees and a majority of the respondents were women. Overall, 62% of the survey respondents were female (66% of staff respondents and 45% of academic respondents). Despite the fact that the actual number of male academics is almost twice that of female academics (2002 UCSB Campus Profile, Institutional Research & Planning), the level of responses from academic men and women was about even. This may indicate that a greater percentage of female academics responded to this survey due to interest about work/life issues.

Females in our society have traditionally taken on more of the caretaking responsibilities in their families. Work/life areas such as childcare, elder care, and community issues (such as commuting, cost of living, etc.) are all associated with caregiving. Alternative work arrangements (such as job-sharing) and the Staff and Academic Reduction in Time Program (START) may provide increased support and opportunities for caregivers.

6.2 Flextime and telecommuting issues

Flexible work arrangements are a low or no-cost method that employers can implement to assist employees with work/life needs. Flexible work arrangements take into account each employee's individual differences in work styles, optimal work times, family responsibilities, and personal and career interests. There was a high level of interest in flexible work arrangements, followed by compressed workweeks, and telecommuting. This topic was the most frequently mentioned in the "comment" section (293 comments), as an aid to arranging childcare, elder care, managing stress, and reducing commute times.

The survey results indicate that flexible work schedules are the most commonly used form of alternative work arrangement at UCSB. More staff respondents have spoken with their supervisors about flexible work arrangements, but less so with compressed workweeks and telecommuting. Telecommuting and compressed workweeks are much less commonly used forms of alternative work arrangements on our campus. It is little surprise that employees feel more comfortable in discussing flexible work arrangements with their supervisors, than they do when discussing compressed workweeks and telecommuting. Supervisors are somewhat more likely to have a flexible work schedule. There was no significant difference between supervisors and non-supervisors in interest about flextime, compressed work week and telecommuting.

The largest group of respondents in this section of the survey was female staff from the Administrative Support/Clerical group. This group may be somewhat more impacted by work/life issues than other groups and might benefit from having more flexible work arrangements to accommodate these needs. It's worth noting that more than 50% of both male and female staff report being "fairly satisfied" with their work schedules.

6.3 Childcare

Thirty-three percent (33%) of survey respondents were parents. However, 28% of respondents' children are 16 years of age or older. Over three-quarters (82%) of families with children have 1-2 children and 20% of survey parents have young children (age 4 or less). Sixty-five (65%) of survey respondents who are parents report having of children of school age. It was assumed that these parents do not have as much day care needs as those parents who have younger children and these parents were excluded in the following analysis regarding childcare.

A work/life issue which is a problem for most working parents is when their children get ill. Seventy-five (75%) of respondents (or their spouses) use personal sick leave to care for their children, as most childcare programs will not accept children when they are sick.

Forty-seven percent (47%) of respondents who are parents use outside daycare (other than themselves or their partners). Sixty-two percent (62%) of respondents answering the childcare portion of the questionnaire felt that it would be helpful to have a UCSB office to assist with finding childcare services.

Forty-five percent (45%) of survey respondents spend more than \$500/month on childcare. Forty-one percent (41%) of respondents take advantage of the UC DepCare program and 59% of respondents use the Federal tax credit. It appears that a Work/Life Office that assists with childcare information, especially with developing more resources for affordable, quality childcare, would be beneficial to the campus.

6.4 Elder care

Elder care issues will have an increasingly greater impact on our national and campus workforce. The largest number of survey respondents were from the "baby boomer" generation, those born from 1946 through 1964. In 2003, this group is 39 to 57 years old. The need for elder care information, especially financial and legal, is becoming more crucial. Survey results show that most elder care (50% of staff respondents, 73% of academics respondents) is paid for with personal funds.

A majority (85%) of survey respondents have living parent(s) or in-law(s), with about one-third (34%) of the parents residing in the local community. Survey results indicate that long distance caregiving may be a bigger issue with academic respondents, as staff respondents appear to do more local caregiving. Since more staff respondents have aging parents living in the community than academic respondents, it is also likely that staff provide more of the caregiving themselves. The data show 28% of staff respondents and 42% of academic respondents have hired outside help to assist them with caring for these aging parents.

A greater percentage of survey respondents who assist with caregiving (75% of staff, 53% of academics) thought that it would be helpful to have a UCSB office to assist with finding elder care services. It appears that a Work/Life Office that assists with elder care information, would be a benefit to the campus.

6.5 Housing/Commute

Most employees (82% of survey respondents) have commutes of 20 miles or less (each way). More staff respondents (19%) than academic respondents (9%) live more than 20 miles from work.

Most survey respondents have monthly housing costs ranging from \$1,000-\$3,000 per month. Seventy-nine percent (79%) of academic respondents own their homes, and the remaining 21% rent their homes. Fifty-eight percent (58%) of staff respondents own their homes, and the remaining 42% rent their homes.

Fifty-one percent (51%) of survey respondents have lived in their current residences for 5 years or less. Employees who have lived in their homes 5 years or less are probably more likely to be dealing with work/life issues such as commuting and/or high rents/mortgages because of the phenomenal increase in housing costs in our community during this period. Almost half (48%) of written comments offered by survey respondents addressed housing costs in Santa Barbara, salary or wages, and cost of living (including parking fees).

6.6 Cost of Living/Salaries

Seventy-two percent (72%) of academic respondents and 41% of staff respondents report household incomes of more than \$75,000 per year. Twenty-six percent (26%) of female staff respondents have an annual household income in the \$25,000-\$41,000 range. Thirty-seven percent (37%) of staff respondents report annual household incomes below the \$51,500 range. Combined with the data regarding average monthly housing costs, a substantial amount of salary goes toward housing and living expenses.

6.7 Employment

More than one-third (36%) of staff respondents and 23% of academic respondents have worked in Santa Barbara County for more than 20 years. Twenty-two percent (22%) of staff and 25% of academic respondents have been employed in this county for less than five years. The need for programs to increase UCSB's ability to recruit and retain quality employees is important as older staff and academics approach retirement.

6.8 Spousal employment

The majority of survey respondent households (81%) have spouses/partners who are employed. Fifty-five percent (55%) of these staff spouses/partners and 50% of academic spouses/partners work outside the home.

Traditionally, the issue of spousal employment has been more of an academic issue. Twenty-four percent (24%) of academic respondents reported that their spouses/partners had difficulty finding employment when relocating to Santa Barbara. Four percent (4%) of staff respondents reported that their partners/spouses reported had difficulty finding employment when relocating to Santa Barbara. Not surprisingly, more academic respondents (44%) than staff respondents (18%) thought that it would be helpful to have a UCSB office addressing this issue.

6.9 Professional development

More than half (54%) of staff respondents thought there were enough professional growth opportunities at UCSB. The most commonly used resource for professional development is Human Resources Training and Development, followed by Software Training at Instructional Computing. Thirty-three percent (33%) of staff respondents have attended Learn at Lunch workshops and 28% of staff respondents have taken courses at UCSB Extension. Only 11% of staff respondents have used the reduced fees for UCSB courses. This may be due to the difficulty with scheduling classes while working full-time as mentioned several times in the "comments" section at the end of the survey.

7. Written comments

The questionnaire included a final open-ended segment in which respondents were invited to express additional opinions about UCSB-offered services that could ease work/life problems and some of the obstacles that create work/life problems. Sixty-two percent (62%) of the survey respondents provided written comments, which ranged from a single sentence to several pages of comments. In all, there were 894 comments categorized into 32 different types of work/life issues. The largest number of comments (293) addressed the issue of flexible work arrangements (primarily a staff concern). This was followed in volume by comments on housing (154), improved wages and benefits (145), childcare (121), cost of living (80), elder care (59), and parking (48). See Appendix 10.3 for some examples.

8. Focus groups

A surprisingly large number of survey respondents volunteered to be a part of focus groups to discuss work/life concerns. More than 200 female staff respondents and almost 100 male staff respondents expressed interest. Nineteen (19) female academics and 12 male academics were also willing to participate. At this time, there is no firm schedule to establish these focus groups, but the list will be held for possible future action.

9. Summary and Discussion

There are a myriad of concerns that fall under the "work/life" umbrella. The main issues identified in this survey interact and impact upon each other, and include the need for flexible work schedules, affordable, quality child care, elder care, and general wellness. Improvements in these areas will most likely enable employees to be more successful at work. Several people mentioned the need for the campus to recognize the importance of a work/life balance. Flexible work arrangements, especially for staff, will help provide employees greater ability to manage their work/life needs. Childcare and elder care information and support is needed for a growing number of employees. Training supervisors and managers to be sensitive to work/life issues is essential to developing policies for balancing work/life issues. Providing workshops on stress management and fitness/exercise will benefit both staff and academics, who report a high level of interest in these subjects.

A number of other factors also contribute to work/life balance. These, not surprisingly, include the cost of living (which affects general stress levels), commuting, improved alternative transportation, and perceived employee quality of life, and employee benefits. As we accept that some things are not under University control (cost of housing, state budget cuts, health care costs), we can identify and enhance programs, policies, or activities where the campus can make an impact in improving the quality of life for its employees.

- **Childcare:** The availability of affordable, quality childcare continues to be an important work/life issue. In 2005, the new Student Resources Building will offer 48 more spaces for infants and toddlers, half of which will be allotted to the children of staff and academics. Additional resources for the future also need to be identified and planned. The campus has implemented a Breastfeeding Support Program and recently obtained a grant from the Orfalea Family Foundation to augment the existing program with the creation of up to eight lactation rooms. The Women's Center currently houses the only existing lactation room and is equipped with a Medela breast pump available for use. The UCSB Bookstore offers breastfeeding supplies at wholesale cost to all UCSB academics, staff, and students. This represents an important campus initiative that benefits both children and their UCSB parents.
- **Elder Care:** In addition to the data provided by the survey, after the first year of the establishment of the Work/Life Office, it became evident that information on various areas of elder care is becoming increasingly critical on campus. A growing number of UCSB's workforce is impacted by elder care needs. In addition, as the data indicate, responsibility for elder care falls disproportionately on female academics and staff, a concern for the campus as it works to establish gender equity on campus.
- **Flexible work schedules** are perhaps the single most important need for staff trying to balance work/life issues. In a campus memo (12/20/2002), Chancellor Yang asked Human Resources Director Cynthia Cronk to work with Wendy Nishikawa, the Work-Life Coordinator, to develop a program for increasing the use of flex time and telecommuting for staff. This statement is an important first step in promoting a healthier work/life balance, and one which will be the focus of the Work/Life Office in the years to come.

The Work/Life Survey provides insight into many of the issues that impact the university community as they balance their work and family needs. As we head into a difficult financial period, work/life programs may provide support in the areas discussed above at a relatively small cost. The results from Work/Life survey will help direct the issues to focus on in the coming years of this new program. This is a critical time for creative solutions in the form of work/life initiatives that may benefit UCSB's entire workforce. Increase in employee morale and lower absenteeism may be the result of implementing work/life initiatives such as alternative work arrangements. Making information about elder and childcare more accessible appears to be appreciated and needed. Work on spousal employment assistance may help with recruitment and retention rates. These areas will be among those focused on by the Work/Life Office.

Appendices

10.1 Survey Invitation

Deans, Department Heads, Management Services Officers, Administrative Assistants

The memo below is being sent to the DLIST-L LISTSERV. You are designated as one of the representatives for your department to receive this memo. Please copy all faculty and staff in your department. Thank you.

***** Please Give Widest Distribution *****

To: All UCSB Academic and Staff Employees
From: Cynthia Cronk, Director, Human Resources
Pat Sheppard, Director, Academic Personnel
Date: May 16, 2002
Re: Work/Life Survey

Many of UCSB's employees struggle to maintain a balance between their work, family, and personal lives. We are therefore pleased to announce that Work/Life Coordinator Wendy Nishikawa, in collaboration with the UCSB Social Science Survey Center, has designed a survey to better assess the baseline needs of our UCSB community across a variety of work/life issues.

We will contact a random sample of both academic and staff employees to participate in the survey. We hope you will respond to the work/life survey if you are part of the sample. The survey's web-based format has been designed for ease and convenience; all responses will be held in strict confidence, and each individual respondent's anonymity is assured. In approximately one week, if you are part of our sample, you will receive an e-mail with a random login and password to access the survey.

The priorities that emerge from this survey will help to set the future direction for the Work/Life Program. This is an important project for many on our campus who are struggling with issues such as elder care, child care, flexible scheduling, telecommuting, spousal employment, and many other work/life issues.

Thank you very much!

10.2 Work/Life Survey

A. Employment

U1. How long have you worked at UCSB?

U2. At UCSB, do you currently work full-time or part-time?

- Full-time
- Part-time

U3. How many people work in your department?

- 1-10 people
- 11-30 people
- More than 30 people

U4. Are you currently a member of the staff or faculty?

- Staff
- Faculty



Work/Life Survey

U5. Which of the following faculty/academic categories best describes your current position at UCSB? (Choose only one answer)

- Professor
- Associate Professor
- Assistant Professor
- Lecturer (SOME/PSOE) (SOE/PSOE)
- Other lecturer
- Researcher
- Librarian
- Other _____

Next



Work/Life Survey

B. Staff

Personal and family responsibilities do not always fit neatly into a "regular" 8am-5pm schedule. Staff, in particular, have more difficulty in "flexing" their schedules to accommodate personal and family needs. We would like to explore whether formalizing flexible work schedules can help staff to balance their work, family, and personal responsibilities. Some flexible work arrangements include:

- **Telecommuting:** a work arrangement in which some or all of the work is performed at an off-campus work site such as the home or another closer-to-home work site provided by the University

- **Compressed Work Week:** an arrangement where the employee works a set amount of hours in fewer days (e.g. working 80 hours in 8 days [10 hours/day, 4 days/week], working 80 hours in 9 days [9 hours/day with every other Friday off].

- **Flexible Work Hours:** an arrangement which allows for some schedule variation. The employee works a certain number of hours each day, but the exact schedule can vary from day to day. Such arrangements typically include a fixed core period each day and the employee and supervisor are in agreement on the time periods. Examples: Employee arrives between 9:00 and 10:00, takes a half-hour lunch, and leaves eight and one-half hours after arrival (between 5:30 and 6:00)

S1. How interested would you be in:

	Very Interested	Moderately Interested	Not Interested at all
Telecommuting?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compressed work week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible Work Hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

S2. Have you ever talk to your supervisor about:

	Yes	No	N/A
Telecommuting?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compressed work week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible Work Hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

S3. How comfortable would you be talking to your supervisory about

	Very Comfortable	Moderately Comfortable	Uncomfortable	Very Uncomfortable
Telecommuting?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compressed work week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible Work				

Hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-------	-----------------------	-----------------------	-----------------------	-----------------------

S4. Which of the following staff categories best describes your current position at UCSB? (Choose only one answer)

- Management (e.g. M.S.P.)
- Professional (e.g. Analyst)
- Technical
- Administrative Support/Clerical (e.g. Administrative Assistant)
- Non-management (e.g. labor, custodial, food service)
- Other (specify): _____

S5. What type of schedule do you currently work?

- regular schedule (8am-5pm, 1 hour lunch)
- flexible schedule
- compressed work week
- telecommuting arrangement
- other (specify): _____

S6. Are you satisfied with your current work schedule?

- Very satisfied
- Fairly satisfied
- Not very satisfied
- Not satisfied at all

SG1. In your opinion, are there are enough opportunities at UCSB to enhance your professional growth?

- Yes
- No
- Don't Know - N/A

SG2. Please tell us if you have used any of the following career growth programs offered at UCSB (mark all that apply):

- UCSB Extension classes
- Software training classes held at Instructional Computing
- Human Resources Training and Development
- Learn at Lunch workshops
- Reduced fees for UCSB classes
- Other (specify): _____

S7. Do you supervise or manage employees in your department?

- Yes
- No

Work/Life Survey

C. Housing

H1. What is the zip code of your current residence?

H2. How long have you lived at your current residence?

H3. How long have you worked in the Santa Barbara County?

H4. What is the distance in miles between your current residence and the UCSB campus? *Use your best estimate in miles.*

H5. Do you rent or own your residence?

- Rent
- Own

H6. Please estimate your total monthly housing costs. (Include rent payments, mortgage payments, property taxes, property insurance, association dues, etc.)

[Next](#)



Work/Life Survey**D. Relationship**

This section pertains to your current relationship status, as it affects issues involved with living and working in the Santa Barbara area. As housing and living expenses continue to rise in Santa Barbara, spousal/partner employment opportunities are an important consideration when accepting a University position. The Work/Life Office would like to know if there is a need and/or desire for assistance in this area.

R0. The following best describes my household:

- One adult (single-person household)
- Two adults, one working outside the home
- Two adults, both working outside the home
- Other (Please describe)

R1. What is your marital status?

- Married
- Living with a relationship partner
- Single
- Divorced, separated, or widowed

Next



Work/Life Survey

R2. Is your partner employed?

- Yes (please specify field of work): _____
- No
- N/A

R3. If you have relocated to Santa Barbara because of your position at UCSB, did your spouse/partner have difficulty finding work?

- Yes
- No
- Somewhat
- N/A

R4.

If you have relocated to Santa Barbara because of your UCSB job, would have found it helpful to have a UCSB office to assist your spouse in finding employment in the area?

- Yes
- No
- N/A

Next



Work/Life Survey

E. Childcare

The following section pertains to issues involving childcare. As more and more families involve both partners working, arranging affordable and quality child care has become increasingly important. We would like to gauge the need and/or desire for assistance in this area.

C1. Do you have children for whom you provide care?

- Yes
- No

[Next](#)



Work/Life Survey

C2. How many children do you have?

(Click here to choose) ▾

C3. How old are your children? (check all that apply)

- 0-1 year
- 13 months-2 years
- 25 months-4 years
- 5-7 years
- 8-10 years
- 11-15 years
- 16-18 years
- 18+ years

C4. Do you have additional daycare provided by someone other than you or your spouse/partner?

- Yes
- No

[Next](#)



Work/Life Survey

C5. Who provides this service? (Check all that apply)

- Orphalea Family Children's Center (UCSB)
- Licensed day care facility
- Family home day care center
- Babysitter
- Relative
- Other _____

C5A. How satisfied are you of the services you have been using?

	Very Satisfied	Somewhat Satisfied	Neutral	Not Very Satisfied	Not At All Satisfied	Did not use N/A
Orphalea Family Children's Center (UCSB)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Licensed day care facility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family home day care center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Babysitter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C6. What arrangements do you make when your child(ren) are sick?

- I will use sick leave
- My spouse/partner will use sick leave
- An outside family member will care for the child(ren)
- Babysitter
- Child care center
- Home day care center
- Other _____

C7. What is your best estimate of your monthly child care costs?

C8.

Would you find it helpful to have a UCSB office to help you in finding child care services in your community?

- Yes
- No

C9. Do you use: (Check all that apply)

- University Dependent Care (DepCare)
- Federal tax credit

Work/Life Survey

F. Eldercare

The following section pertains to issues involving eldercare. Some families are faced with the added responsibilities of caring for aging parents. The Work/Life Office would like to gauge the need and/or desire for assistance in this area.

E0. Are your parent(s) or in-law(s) still living?

- Yes
- No

Next



Work/Life Survey

E1.

Do your parent(s) or in-law(s) live in the community?

- Yes
- No

E2. Do you provide part-time or full-time care for them?

- Yes, Part-time
- Yes, Full-time
- No

[Next](#)



Work/Life Survey

E3.

In a typical week, how many hours do you spend caring for your parent(s) or in-law(s)?

E4.

Have you hired any outside agencies to assist you with caring for your parent(s) or in-law(s)?

- Yes
- No

E5. If so, who provides this service? (check all that apply)

- Nursing home
- Part time in-home nursing staff
- Senior centers
- Adult day care centers
- Geriatric care managers
- Family
- Friends
- Other

E5A. How satisfied are you of the services you have been using?

	Very Satisfied	Somewhat Satisfied	Neutral	Not Very Satisfied	Not At All Satisfied	Did not use N/A
Nursing home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Part time in-home nursing staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior centers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adult day care centers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Geriatric care managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E6. What is your best estimate of your **monthly** elder care costs?

E7. How do you cover this expense? (Please check all that apply)

- Medicaid
- Medigap

- Long-term care insurance
- Personal funds
- Parent's funds
- Other _____

E8.

Would you find it helpful to have a UCSB office to help you in finding elder care services in your community?

- Yes
- No

Next



Work/Life Survey

G. Demographics

D1. What is your gender?

- Male
- Female

D2. What is your racial-ethnic background? (If you are from a multi-racial or multi-ethnic background, check all that apply.)

- African American
- American Indian/Native American
- Alaskan Native
- Chinese/Chinese-American
- Cuban/Cuban-American
- Filipino/Filipino-American
- Japanese/Japanese-American
- Korean/Korean-American
- Mexican-American/Chicano/Latino
- Middle Eastern
- Pacific Islander
- Pakistani/East Indian/Srilankan
- Puerto Rican
- Southeast Asian
- White/Caucasian
- Other: _____

D3. What is your current age?

D4. What is your approximate annual household income?

D5. Do you have other employment in addition to your job at UCSB?

- Yes
- No

D6. What is the highest level of education that you have completed?

[Next](#)

Work/Life Survey

H. Conclusion

CO1. In your opinion, what UCSB offered services could ease work/life conflicts? What are some obstacles which create work/life problems? Please write any additional comments about issues that impact balancing your work, personal, and family life in the space below. As with all the data collected in this survey, these responses will be strictly confidential.

CO2. In what ways do you gather information about campus events? (Check all that apply)

- E-mail
- 93106 newsletter
- Daily Nexus
- Campus mail
- Flyers
- I don't get information on campus events
- Other
- I'm not interested in campus events

CO3. How much do you agree with the following statement: "I am well informed about issues facing the UCSB campus today"

- Strongly Agree Agree No Opinion Disagree Strongly Disagree

CW1. Would you be interested in UCSB-sponsored classes on any of the following topics (mark all that apply)?

- stress management
- aging
- smoking cessation
- nutrition
- sexual health
- weight management
- meditation
- emotional health
- managing chronic disability
- spiritual health
- alternative health practices
- fitness/exercise
- other (specify):

CO4. Thank you for your answers! we appreciated your cooperation. We are looking for a few people to participate in a focus group discussion on Work Life issues. Would you be willing to participate?

- Yes (please fill out the contact information below)

10.3 Written Comments

Flexible work arrangements

Most of the comments were about needing more flexible work arrangements to deal with childcare issues, as well as stress reduction.

Female, staff, 36-45 year old age group

"It is difficult to be able to take time off for visits to see my parents and determine their health and welfare. I would like to be able to have more flexibility with my work hours to do such."

Female, staff, 46-55 year old age group

"We need to change the culture that sees alternate work arrangements like telecommuting as problematic. If you hire professional, treat them like professionals and trust them to do their best work in whatever environment is preferable to them- within reason of course..."

Male, staff, 46-55 year old age group

"Telecommuting would reduce employee stress, ease campus parking, help the environment, and lead to happier, more productive employees. However, Supervisors & Labor Relations are not in favor of it. Same with working flexible schedules such as Tuesday through Saturday."

Female, staff, 46-55 year old age group

"The flexibility of my department manager has made the biggest difference in my work/life problems. During a major health crisis in my family, my department manager allowed me to have a very flexible schedule and reduction in time for nearly a year. I would not have been able to care for my family as well or with so little worry about my job without the support of my manager."

Female, staff, 18-25 year old age group

"I like the idea of having a flexible work schedule. It opens up opportunities to do other things in my life aside from working the best part of the day away... you spend so much time working, there's no time to enjoy the area."

Female, staff, 46-55 year old age group

"It would be great if I could work from home (Santa Maria) one day a week. I currently am a driver for the UCSB vanpool. And by midweek, I am exhausted due to the transit time (one hour each way). If I had the courage, I would definitely approach my supervisor about working from home on Wednesdays. Not only would this break up a stressed week, but also provide an opportunity to address any issues that come up in the office upon my return that otherwise couldn't be addressed from home."

Female, staff, 36-45 year old age group

"Whatever is offered, it must be fair to all, not just give special perks to those with children or other family responsibilities. People without family encumbrances may have carefully structured their lives to make

them that way, and should be eligible for all benefits offered to others (flex time, etc.) even though the perception may be that they don't need the benefits as badly."

Female, staff, 26-35 year old age group

"I think that the options of telecommuting, compressed work weeks, or more flexible schedules would definitely ease some of the work/life problems experienced by UCSB employees."

Male, staff, 36-45 year old age group

"More flexible office hours are needed and should be ENCOURAGED. Too often, alternate scheduling is viewed as some kind of tremendous perk being offered by the supervisors. And because they (the supervisors) set the tone with this attitude, fellow employees make you feel like you're getting away with something if you are fortunate enough to have any kind of alternative schedule (outside the 8-5 norm). I'm all for flexibility in the scheduling process to make it more PRACTICAL."

Female, staff, 36-45 year old age group

"I'm lucky I have a flexible schedule and an understanding manager, because I work part time and can care for my kids after school. It's an ideal arrangement for me."

Female, staff, 60+ year old age group

"A 35-hour work week (7x5) for all employees (9-5 is common on the East Coast) with flex time or compressed time within this 35 hour week. 2. Or close the campus offices on Fridays at noon. 3. Combine vacation time and sick leave into one chunk of "personal leave" time so that one could use the time for whatever needs come up, e.g. vacation, sick leave, elder or child care, etc."

Female, staff, 46-55 year old age group

"Would be helpful to have a more formal policy in place regarding telecommuting and flexible schedules, especially for employees with non-receptive supervisors."

Childcare

Most of the comments were about needing more affordable, quality childcare options.

Female, staff, 26-35 year old age group

"Assistance with childcare, particularly infant care would be of great assistance. Also information and contacts for parenting classes around the community would be helpful."

Female, academics, 46-55 year old age group

"When my sons were younger, I faced an extraordinary struggle in balancing work and parenting, despite my fairly flexible academics schedule. UCSB could do more not only to give employees flexibility in their work hours but to foster a climate that respects and honors the need to care for children and elderly parents. To give an example, late afternoon events or meetings are a real burden for parents of young children. I also think that departments could recognize that parents of young children are at a stage in life in which they should not be overwhelmed with committee work. This means a change in the culture of the workplace."

Female, staff, 46-55 year old age group

When my children were younger, the UCSB childcare center only had space for one of my children. It would be helpful if UCSB employees were assured childcare...I must travel with my husband for work related activities. Finding competent childcare is difficult for overnights. Finally, there is an "in between" age (maybe 11-17) that the children are sort of too old for childcare but still need supervision. If UCSB were to have programs, such as Junior Counselors for their summer programs, perhaps training them for paid positions, this may be helpful.

Male, staff, 36-45 year old age group

"Support for volunteer hours/elementary school assisting."

Female, staff, 26-35 year old age group

"I am very concerned about having children soon and working so far from home while dealing with childcare issues. My husband and I would love to afford living in Santa Barbara, but that seems more and more impossible all the time."

Female, staff, 26-35 year old age group

"Low cost/employer assisted childcare would be a great help. My husband and I would like to start a family, but have been hesitant about doing so after seeing so many of our similar age/situation friends struggling with trying to balance children with both parents working fulltime. A number of them have moved from Santa Barbara (some previously employed by UCSB) in order to find less expensive housing elsewhere, in an attempt to gain a less stressful lifestyle where both parents aren't forced to work to cover all living expenses."

Female, academics, 36-45 year old age group

"Easier accessibility to on-campus childcare. I'm currently pregnant and I've been told there will be no availability for childcare until my child is 2."

Female, staff, 56-60 year old age group

"When my children were little, if we had not been financially able to have a nanny and lived next door to my parents, I could not have considered working at UCSB."

Male, staff, 36-45 year old age group

"Affordable childcare with enough space for everybody's kids. Making enough money to live AND have time with the family."

Female, academics, 36-45 year old age group

"... I am currently pregnant and expecting my first child in the Fall. So, childcare issues are extremely important to me at this time and I am very worried about how I am going to juggle work and family. ...I believe many academics would be extremely grateful if UCSB could do everything it can to expand the day care system, while keeping prices affordable for families."

Elder care

Many employees are struggling with caregiving concerns regarding their aging parents.

Female, staff, 46-55 year old age group

"Even though I have no dependent children at home, care for an aging spouse and adult child diagnosed with severe mental illness will be an increasingly demanding challenge in my life."

Female, staff, 46-55 year old age group

"Having to care for my grandmother, who lives in Arizona for now. Currently converting a garage into a studio for her... I spend most of my weekends driving and caring for her in Arizona. I have used up all of my time in doing this, and management I feel is starting to have retaliation towards me."

Female, staff, 56-60 year old age group

"My biggest problem is how to do more things for my 88-year-old mother. I don't want to reduce my work time and probably the only thing that would help would be a more flexible schedule."

Male, staff, 26-35 year old age group

"I might lose my job, as I have maxed out on vacation and sick leave due to the fact that my father-in-law has not died in an acceptable time frame. I have spent the last 2 years looking after him...there is no support."

Female, staff, 46-55 year old age group

"My mother has many doctor appointments. My sisters help me at times. My mom is 81 years old and not in the best health and lives with me. If my mother ever got to the point of not being able to take care of herself, I would either like to work from home or change my hours."

Housing

Most of the comments were about the cost of living and housing prices.

Female, staff, 60+ year old age group

"The extremely high housing costs are not offset by UCSB salaries. I will be leaving town in 19 months."

Female, staff, 46-55 year old age group

"Affordable housing. I cannot afford to live in this community in anything but a studio apartment. This means that I do not invite others to my one room 'home'."

Female, academics, 36-45 year old age group

"My conflict is with my job and housing. I really like my job and I'm very good at it, but I cannot afford to live here much longer. I will begin my job search this year."

Female, academics, 46-55 year old age group

"... the housing situation in this community has been my number one complaint about this job."

Male, academics, 60+ year old age group

"Obviously more subsidy for housing costs would be the most urgent."

Female, staff, 18-25 year old age group

"Staff housing is probably not possible, but my biggest problem is that we don't get paid enough to live in SB. If something like family housing were available, it might alleviate some problems for the staff and improve personal lives."

Female, staff, 36-45 year old age group

"Subsidized summer day care programs for staff/academics"

Male, academics, 36-45 year old age group

"Housing, housing, housing. UCSB needs to think more creatively about helping academics and staff buy a home."

Female, staff, 56-60 year old age group

"UCSB has not taken into consideration that if one lives in Santa Barbara, the housing cost are considerable. With salaries so low at UCSB, it forces one to find alternate means of making a living. That in turn force qualified individuals to leave UCSB for higher paying institutions or the private sector. UCSB needs to compete with the private sector."